

Please note revisions and changes to Bylaws to be voted upon by Leadership Council during the April Meeting.

**Material to be stricken is highlighted in Yellow.
Additions and changes highlighted in Green.**

Bylaws of the National Education Association of Southern Nevada

Article I – Name & Affiliation

The name of this Association shall be the National Education Association – Southern Nevada (NEA-SN), an affiliate of the Nevada State Education Association (NSEA) and the National Education Association (NEA).

Article II – Mission, Vision, and Core Values

Section 1 - Mission

NEA-SN is a member-driven union committed to advancing the education profession by reclaiming the promise of a quality public education through the engagement of Southern Nevada's diverse educators, students, and communities. We seek to organize our members and unite locally, statewide, and nationally to use our collective voices to advocate for our profession.

Section 2 - Vision

Through the engagement and collective voices of our members, NEA-SN will forge positive relationships with all stakeholders to become the preeminent, trusted voice of educators in achieving the goal of elevating public schools in Clark County.

Section 3 - Core Values

These principles guide our work and define our mission:

Member Driven.

- We believe that a strong union is a member-driven, member-centered organization that respects educator's voices and is responsive to the varied needs of education professionals.

Equal Opportunity.

- We believe public education is the gateway to opportunity. All students have the human and civil right to a quality public education that develops their potential, independence, and character.

A Just Community.

- We believe public education is vital to building respect for the worth, dignity, and equality of every individual in our diverse community.

Democracy.

- We believe public education is the cornerstone of our Republic. Public education provides individuals with the skills to be involved, informed, and engaged in our representative democracy.

Professionalism.

- We believe that the expertise and judgment of education professionals are critical to student success. We maintain the highest professional standards, and we expect the status, compensation, and respect due all professionals.

Partnership.

- We believe partnerships with parents, families, communities, and other stakeholders are essential to quality public education and student success.

Collective Action.

- We believe individuals are strengthened when they work together for the common good. As education professionals, we improve both our professional status and the quality of public education when we unite and advocate collectively.

Article III – Membership.

Section 1 - Membership Categories

1. Active membership shall be open to any person who is a full-time or part-time **certified licensed** education professional employee of the Clark County School District, or who is on limited leave of absence from professional educational work from the Clark County School District. In addition, Active member to include **certified licensed** educational employees who have limited break in service as part of retiring and filling critical needs areas.
2. Retired membership of the NEA-SN is open to any person who is a retired **certified licensed** education professional employee of the Clark County School District with at least five years as an NSEA/NEA member. Retired members of the NSEA-SN shall be required to be members of the Clark Retired Educator Association (CREA) and Nevada State Education Association—Retired (NSEA-R). Retired members shall be eligible to serve on committees. Retired members may participate in any applicable membership benefits and insurance programs. Retired members are not eligible to hold elective office.
3. Reserve membership shall be open to any person on a leave of absence of at least six months from the employment that qualifies him/her for active membership, or has held active membership in the NEA-SN/NSEA/NEA-SN but whose employment status no longer qualifies that individual for such membership.

4. Student Membership shall be open to students enrolled in teacher education programs that are student teaching in the Clark County School District. **may** 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. Student members shall be eligible to serve on committees. Student members are not eligible to hold elective office.
5. Associate Membership. Associate membership shall be open to any person who is not eligible for active membership and they may become an associate member when an application has been accepted and approved by the NEA- SN Board of Directors.

Section 2 - Eligibility

Membership may be granted upon signing the proscribed membership form and making arrangements for the payment of annual Association/NSEA/NEA dues.

1. Official membership in NEA-SN is subject to approval by the NEA-SN Board of Directors. If a prospective member is rejected by the Board of Directors, the applicant can appeal the decision to the NEA-SN Leadership Council.
2. Membership shall be continuous unless terminated for cause.
3. The right to vote and to hold elective office within the Association shall be limited to Active members.
4. Active members shall be eligible to vote in all elections, **hold elective office or appointive position according to Article 4 Section 6**, receive special services, obtain assistance in the protection of professional and civil rights, and receive reports and publications of the Association.
5. Active members shall adhere to the NEA Code of Ethics of the Education Profession.
6. The rights to and privileges of membership shall not be abridged in any way because of age, sex, race, color, ethnic group, marital status, national origin, sexual orientation, gender identity, religious affiliation or lack thereof.
7. No member may be censured by, suspended, disciplined or expelled from the Association without a due process hearing, which shall include an appropriate appellate procedure.
8. The membership year shall be that period of time from September 1 of any given calendar year through August 31 of the following calendar year, inclusive.

Section 3 - Rights and Responsibilities

All Active Members shall be eligible to receive special services, to obtain assistance in the protection of professional and civil rights, and to receive reports and publications of the Association.

Section 4 - Membership and Fiscal Year

The membership and fiscal year shall be from September 1 through August 31.

Section 5 - Membership Dues

NEA-SN local dues for Active Members will be set by the Leadership Council. The NEA-SN Board of Directors subject to the approval of a majority of the Leadership Council will set local dues for all other membership categories.

Section 6 - General Membership Meetings

General Membership Meetings may be called by the President, the Executive Board, or by written petition of twenty percent (20%) of the Active membership. Notices of the Association meetings including date, place, time, and purpose of the meeting shall be made available to all members of the Association at least two weeks before the meeting except during crisis situations. For emergency meetings during crisis situations, the Board of Directors shall adopt policies to notify the Association membership of meeting dates, places and times. NEA-SN require a certified/registered parliamentarian at all Leadership Council meetings.

Article IV – Officers

Section 1

The officers of the Association shall consist of a President, a Vice President, a Secretary, and a Treasurer.

Section 2 - President

The President shall preside over meetings of the Board of Directors, and the local Leadership Council, create agendas, submit a calendar of Board of Directors meeting for approval of the Board, propose the chairperson and members of committees for Board approval. The President shall be the executive officer of the Association and represent the Association before the public either personally or through delegate(s) **designated by the President**, and shall perform the duties prescribed by these Bylaws and by the parliamentary authority adopted by the Association. The President will automatically be a state delegate to state and national assemblies.

It shall be the duty of the outgoing President and the Board of Directors to meet, instruct, transfer information, and perform any other action necessary to ensure efficient, continuous pursuit of Association goals and objectives.

The incoming President shall take office and assume the duties of President upon the conclusion of the Annual NEA Representative Assembly.

An officer or member of the board of directors may serve a maximum of two three-year terms in the same position. If a person replaces a member of the board or officer for more than one year it shall be considered one term. The interim **appointment procedures** of one year **or less** shall not count as a term.

Section 3 - Vice President

The Vice President shall serve in the President's stead if the President is absent or unable to perform the duties of office. The Vice President will work with the President in attending meetings, briefings and planning sessions as an executive representative of the Association.

Section 4 - Secretary

The Secretary shall keep accurate minutes of all meetings of the Executive Board, local Leadership Council and any other Association business meetings. The Association Secretary will maintain official files and assist the President with Association correspondence.

Section 5 - Treasurer

The Treasurer shall hold the funds of the Association and disburse them upon authorization of the Executive Board. The Treasurer shall be responsible for the collection of local dues and shall follow any membership plan authorized by the Executive Board. The Treasurer shall prepare financial reports for monthly meetings of the Board of Directors and local Leadership Council. The Treasurer shall submit an annual budget report to the Executive Board.

Section 6 - Board of Director Qualifications

All candidates for office of President, Vice-President, Secretary, Treasurer, three (3) Elementary School Directors, three (3) Middle School Directors, three (3) High School Directors, one (1) Itinerant Director and three (3) At-Large Directors shall be active members of the Association **for at least two (2) years on or before taking office.** Any active member who is elected to the Board of either NSEA or the NEA shall automatically become a non-voting member of the Executive Board.

Section 7 - Nomination and Election of Executive Board

A. Procedures

1. Nominations – Any active Association member may present a nomination for the Executive Board. Nominations shall occur at the December Leadership

Council meeting. Voting shall take place as specified by the Election Rules during a proscribed period during the month of February.

2. Terms of Office – Members of the Board of Directors shall be elected for the following terms:

- A. President – 3 years.

- B. Vice President – 3 years.

- C. Secretary – 3 years.

- D. Treasurer – 3 years.

- E. Directors – 1 to 3 years depending on election outcome during the 2019 election cycle. Those directors elected after the 2019 election cycle shall receive three-year terms. For the 2019 election cycle, the candidate who receives the most votes shall receive a three-year term, the candidate who received the second-most votes shall receive a two-year term, the candidate who received the third-most votes shall receive a one-year term. Ties shall be broken consistent with the adopted election rules.

3 years. Directors are designated as holding seat A, B or C with each level having seats A, B and C including director at large position. At each level, 1 Elementary, 1 Middle School, 1 High School and 1 Director at Large will be designated as A, B or C seat and the one itinerant position shall be designated as an A seat. Every year seat A, B or C shall be open for election on a rotation basis

Amended and ratified by the Leadership Council on 4/9/2019

- B. Board of Director Election – The Executive Officers and Board of Directors of the Association shall be elected by secret ballot. Election dates and procedures will be approved by the Leadership Council. All elections shall be in accordance with the one-person, one-vote principle.

Amended and ratified by the Leadership Council on 4/9/2019

- C. Write-ins on election ballots will be allowed.

Amended and ratified by the Leadership Council on 4/9/2019

Section 8 - Duties and Power of the Officers

- A. Officers and Members of the Board of Directors shall attend all board meetings and local Leadership Council meetings, be responsible for management of Association business, attend local leadership training and planning sessions, and provide advice and counsel to the local President regarding surveys, publications, media contact and other Association planning strategies as needed.

Amended and ratified by the Leadership Council on 4/9/2019

- B. Officers and Board of Directors Attendance – Board of Directors will make every effort to attend each Board of Directors meeting. Directors are responsible for obtaining information from any missed meetings by contacting the President or other Directors. If a Director is absent from three (3) consecutive Board meetings or four (4) Board meetings within a school year the President shall notify the Board and make a recommendation that the seat shall be declared vacant. If a seat is declared vacant by a majority vote of the Board, the remainder of the term will be filled by:
1. A replacement shall be named by the Board of Directors with approval of the Leadership Council. In addition, the same process shall be used for any unfilled positions.

Amended and ratified by the Leadership Council on 4/9/2019

Section 9 - Recall

Elected officials of the Association shall be subject to recall elections.

- A. The recall election shall be held upon a petition of 25% of the Association membership.
- B. The election shall be held at a meeting scheduled not less than thirty (30) and not more than sixty (60) days after receipt of the petition.
- C. Any bylaw violation by NEA-SN officer(s)/Board of Directors will be reported to the Leadership Council for immediate action. Any officer accused of a bylaw violation cannot chair that meeting. Bylaw violation(s) will be determined by a registered/certified Parliamentarian and NEA-SN Board of Directors.

Section 10 - Prohibition on Multiple Offices

No person shall serve concurrently on the NSEA and/or NEA Boards and the NEA-SN Board of Directors as a voting member. The President may serve on the NSEA Board by virtue of his/her position, if such option is available.

Article V – Leadership Council

The legislative body of this Association shall be known as the Leadership Council. The Leadership Council, comprised of Active members of the Association, derives its powers from and shall be responsible to the Active membership.

The Leadership Council shall be composed of the following Active members:

1. Executive Board;
2. Building Delegates elected on the basis of one-person one-vote;
3. Any members of the Association who is an elected member of the NSEA Delegate Assembly or the NEA Representative Assembly;

4. Building Stewards as prescribed by Board Policy; and
5. Committee Chairpersons, ex-officio non-voting.

Amended and ratified by the Leadership Council on 4/9/2019

Section 2 - Duties and Powers

The Leadership Council shall:

1. Establish Association policies and objectives;
2. Adopt the annual budget of the Association on or before the first meeting of the school year;
3. Approve and accept committee reports, and resolutions;
4. Adopt the dues of the Association;
5. Powers not delegated to the Executive Board, the officers or other groups in the Association shall be vested in the Leadership Council.

Amended and ratified by the Leadership Council on 4/9/2019

Section 3 - Meetings

1. The Leadership Council shall meet at least once each school month; the number, place and time of meetings to be decided by the Executive Board.
2. Twenty percent (20%) of representatives constitute a quorum. Members of the Board of Directors shall be members of the Leadership Council.
3. Special meetings of the Leadership Council may be called by the President, the majority of the Executive Board, or by the petition of twenty percent (20%) of the Active membership.
4. Special meetings of the Leadership Council shall be called for a specific purpose and no business other than that for which the meeting is called may be transacted.

Amended and ratified by the Leadership Council on 4/9/2019

Article VI – Committees

Section 1 - Appointment of Committees

Standing committees shall be appointed by the President with approval of the Leadership Council. Special committees, or sub-committees shall be appointed by the President with approval of the Executive Board.

Section 2 - Standing Committees

Standing Committees shall be:

1. Membership;
2. Bylaws;
3. Policy;
4. Member Rights;
5. Governmental Relations;
6. Instruction and Professional Development;
7. Ethnic and Minority Affairs, and
8. Elections.

Members of standing committees shall be appointed for overlapping terms of three (3) years concurrently with that of the President. The President shall propose the chairperson and members of the committees for Board approval. Each committee may, with the approval of the Executive Board, organize special activities from the membership of the Association. The President and/or Vice President shall serve as ex-officio members of all standing committees, except the Elections committee. Each committee shall choose a secretary who shall keep a continuing record of activities.

Section 3 - Caucuses

The Board of Directors shall establish a procedure for the recognition of caucuses to represent the interests of sub-groups of membership within the Association. Upon request of members, the Board shall, at a minimum, establish the following ethnic caucuses: Black, Hispanic, Asian Pacific Islander, and American Indian/Alaskan Native. The chairs of the four above-mentioned caucuses or a chair's appointed designee shall have the right to attend all proceedings of the Board of Directors as non-voting observers.

Section 4 - Standing Committee Meetings

Each standing committee shall meet regularly according to a pre-determined calendar and may hold special meetings at the call of the chairperson.

Section 4 5 - Duties of Standing Committees

1. Membership Committee – This committee shall organize and carry out a membership drive using local, state and national membership materials.
2. Bylaws Committee – This committee shall meet to review the bylaws and propose alterations, if necessary.
3. Policy Committee – This committee shall meet to review the policies and propose alterations, if necessary
4. Member Rights Committee – This committee shall work to help assure members of due process and keep the membership informed of developments in teacher responsibilities. The Member Rights Committee shall be open to all active and credentialed stewards. The Chair of the Committee shall be the

Vice-President of NEA-SN.

5. Government Relations – This committee shall keep members current on legislative and other governmental agencies activity at the state and national levels; coordinate legislative efforts of approved educational concerns; and conduct membership awareness campaigns to ensure that members know and exercise their political rights and responsibilities.
6. Instruction and Professional Development – This committee shall maintain an ongoing evaluation of curriculum and instruction; make recommendations as needs are identified; act as an advisory group on instructional affairs; and conduct membership surveys concerning instructional issues.
7. Ethnic and Minority Affairs Committee – This committee shall develop, plan and implement ethnic minority programs and activities; develop a communications system to communicate activities to all minorities and other members within the local; work to assure ethnic minority participation in all Association activities.
8. Elections Committee – This committee is responsible for conducting elections for all officers, and bylaw amendments presented at the Leadership Council and other NEA-SN elections as directed by the President and/or the Board of Directors.
9. Together in Politics (TIP) – This committee is responsible for establishing political recommendations and endorsements on behalf of the Association consistent with Board policy.
10. Review Board – This committee is responsible for conducting hearings into matters related to membership and membership revocation. Such hearings shall be conducted in compliance with the principles of due process. The Board shall establish a policy to govern the conduct of the Review Board.

Section 5 6- Special Committees

Special Committees shall be appointed by the President as deemed necessary to carry on the work of the Association.

Article VII – Election of Delegates

Section 1 - Delegates to NEA Representative Assembly

Delegates to the NEA Representative Assembly shall be elected in compliance with Article III of the NEA Constitution and Bylaws.

Section 2 - Delegates to NSEA Delegate Assembly

Delegates to the NSEA Delegate Assembly shall be elected in compliance with Article III of the NSEA Bylaws.

Section 3 - Minority Representation

The Association shall take such steps as are legally permissible to achieve ethnic-minority representation at least proportional to its ethnic minority membership.

Article VIII – Parliamentary Authority

Roberts Rules Newly Revised shall be the parliamentary authority for the Association on all questions not covered by the Bylaws and such standing rules as the Representative Council may adopt.

Article IX – Amendment to Bylaws

Bylaw amendments must be received no later than 4:30 PM on March 1. Bylaw changes will be presented at the March meeting of the Leadership Council. These Bylaws may be amended by a two-thirds (2/3) vote at the April meeting of the Leadership Council. Proposed amendments will be sent to members of the Leadership Council at least fourteen (14) days prior to the April meeting of the Leadership Council.

Amended and ratified by the Leadership Council on 4/9/2019

ARCHIVE NOTES

These Bylaws were approved by the 2018 Constitutional Convention. (See minutes dated July 20-21, 2018.) These Bylaws became effective July 21, 2018.

These Bylaws were amended and approved by the Leadership Council on April 9, 2019. (See minutes dated April 9, 2019). These bylaws became effective April 10, 2019.