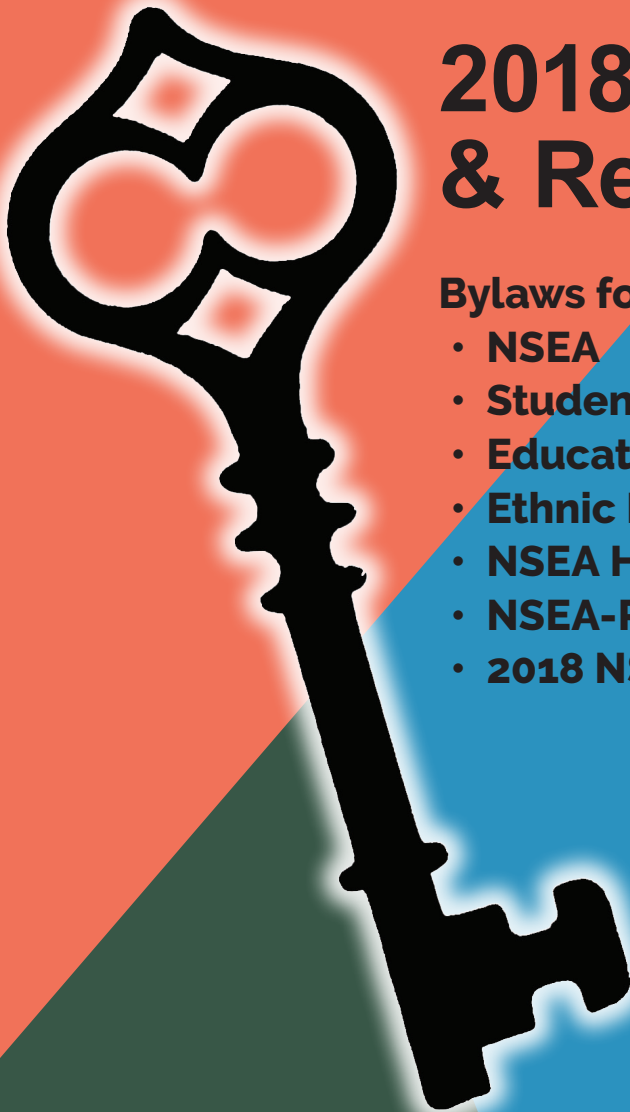




Nebraska State Education Association  
605 South 14th Street • Lincoln, Nebraska 68508  
[www.nsea.org](http://www.nsea.org) • (800) 742-0047



## 2018-19 Bylaws & Resolutions

Bylaws for:

- NSEA
- Student Education Association of Nebraska
- Education Support Professionals
- Ethnic Minority Affairs Committee
- NSEA Higher Education Academy
- NSEA-Retired
- 2018 NSEA New Business Items

**#NSEAisKey**



Dear Colleague:

If you want to get somewhere — whether your destination is a place, a state of mind, or an ideal, it helps to have a map. This document is NSEA’s road map. The Bylaws set forth the guidelines we must follow to allow all members a voice in governing our union. Those Bylaws also set for stringent requirements for management of our association. The educational ideals we strive for are outlined in our Resolutions.

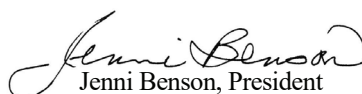
All of those documents combine to move public education forward in Nebraska. A prime example of that movement is the list of New Business Items found on the back cover. That is your Association’s “to do” for 2018-19, as assigned by members at the Delegate Assembly held in April 2018.

Because this is a living document, changes are made each year. Our members are passionate about their profession. This document clearly displays that passion for their Association and for the success of public education. These pages will guide your NSEA Board of Directors for the 2018-19 Association year. Here is what you’ll find within these pages:

- The Mission Statement and Strategic Objectives set the direction of the Association, outlining why the NSEA exists and what the Association designates as its primary goals.
- The Bylaws are the fundamental rules which govern basic organizational questions, such as the definition of membership and election of officers. The Bylaws can never be suspended, and can only be changed by a two-thirds majority in a secret ballot at the annual Delegate Assembly — and then only after delegates have received prior notice of the proposed change.
- The NSEA Resolutions are formal expressions of belief and principle. Members at Delegate Assembly deliberated on, and then voted to approve, this current edition of Resolutions, which provide philosophical direction to Association leaders on specific issues.
- New Business Items are directives from the Delegate Assembly for action during the coming year. These “NBIs” translate the mission, objectives and resolutions of the organization into specific action.

Also included here are the Bylaws of NSEA-Retired, the Ethnic and Minority Affairs Committee, the Student Education Association of Nebraska (SEAN), the NSEA Higher Ed Academy and the Education Support Professionals Committee. Thank you for supporting your professional Association with your membership and your commitment to quality public education.

Sincerely,

  
Jenni Benson, President

## TABLE OF CONTENTS

<b>NSEA Mission Statement/Strategic Objectives.....</b>	<b>3</b>	<b>C Promote Health &amp; Welfare of Children and/or Students .....</b>	<b>14</b>
<b>NSEA Bylaws</b>		<b>D Promote Professional Excellence Among Educators .....</b>	<b>17</b>
Article I Membership .....	3	<b>E Promote Academic and Professional Freedoms for Teachers and Educational Employees..</b>	<b>19</b>
Article II Officers.....	4	<b>F Protect Rights of Educational Employees &amp; Advance Their Interests &amp; Welfare.....</b>	<b>20</b>
Article III Board of Directors .....	5	<b>G Secure Professional Autonomy.....</b>	<b>23</b>
Article IV Executive Director .....	6	<b>H Unite Educational Employees for Effective Citizenship .....</b>	<b>23</b>
Article V Delegate Assembly .....	6	<b>I Promote &amp; Protect Human &amp; Civil Rights.....</b>	<b>24</b>
Article VI District Associations .....	7	<b>J Obtain for Members Benefits of an Independent, United Education Profession .....</b>	<b>26</b>
Article VII Local Associations .....	7		
Article VIII National Education Association.....	8	<b>Student Ed. Association of Nebraska Bylaws .....</b>	<b>27</b>
Article IX Review Board .....	8	<b>Education Support Professionals Bylaws .....</b>	<b>32</b>
Article X Finance.....	8	<b>Ethnic Minority Affairs Committee Bylaws .....</b>	<b>33</b>
Article XI Initiative and Referendum .....	9	<b>NSEA Higher Ed Academy Bylaws .....</b>	<b>35</b>
Article XII Amendments .....	9	<b>NSEA-Retired Bylaws .....</b>	<b>37</b>
Article XIII Parliamentary Authority.....	9	<b>2018 NSEA New Business Items .....</b>	<b>40</b>
<b>NSEA Resolutions</b>			
A Serve As the State Voice For Education .....	9		
B Promote Quality Education, Curriculum and Assessment .....	11		

---

# MISSION STATEMENT AND STRATEGIC OBJECTIVES

## ■ Mission Statement

---

We, the members of the Nebraska State Education Association, believe the purpose of public education is to promote a democratic society. Therefore, the following principles guide our union's work.

### Our Vision

Our vision is a great public education for every student.

### Our Mission

The mission of the Nebraska State Education Association is to advocate for all education professionals, empowering them to provide an excellent public education for every student.

### Our Core Values

We value equal access to a quality education that is adequately and equitably funded.

We value diversity as being vital to the education process and integral in preparing students to function in a democratic society that protects human and civil rights.

We value being accurately informed activists who contribute to the ever-changing system of public education.

We value partnerships that foster excellence, nurture a desire for lifelong learning, and create responsible, produc-

tive citizens.

We value the expertise of education professionals and recognize that fair compensation and respect are vital for a quality public education.

## ■ Strategic Objectives

---

1. NSEA shall promote equal access and defend the basic right to a quality public education and work to secure its adequate and equitable funding.

2. NSEA shall promote school/community partnerships where educators and citizens share in the responsibility and decision-making process necessary to ensure quality public education.

3. NSEA shall advance the professional and economic interests of its members.

4. NSEA shall promote equity and work to eliminate discrimination and other barriers to public school employment and learning.

5. NSEA shall build its capacity to recruit, retain and represent members in all membership categories.

6. NSEA shall maintain a member-directed organizational system that is dedicated to achieving its vision, mission and core values.

---

# BYLAWS OF THE NEBRASKA STATE EDUCATION ASSOCIATION

## ■ Article I: Membership

---

**SECTION 1.** Any person employed in a publicly-funded educational institution as a certified staff member or in an educational support professional position shall be eligible for membership in the Nebraska State Education Association, hereinafter referred to as NSEA. Any person joining NSEA shall agree to its purposes and objectives, shall maintain membership in the affiliated local association and the National Education Association (NEA) where eligible, and shall agree to abide by the provisions of these Bylaws.

**SECTION 2.** There shall be eight classes of membership in NSEA: Active Professional, Active Educational Support Professional, Substitute, Reserve, Special Services, Student, Retired, and Staff.

(a) Active membership shall be of two types, Professional and Educational Support Professional (ESP). Active Professional membership shall be open to any person who is engaged in or who is on a leave

of absence from the profession (teaching, administering or substituting) or is serving as an elected officer of NSEA or a chartered local association, or whose employment status is in dispute and for whom NSEA is providing legal services. Active Professional members shall hold or shall be eligible to hold a baccalaureate or higher degree or the regular teaching, vocational or technical certificate required by their employment. Active Professional members regularly employed 50 percent or less of the normal schedule for full-time faculty members (as verified by the local association) are eligible to join NSEA as half-time Active members. Active Professional members shall be eligible to be voting delegates to the NSEA Delegate Assembly and the NEA Representative Assembly. Educators employed on a regular basis as a substitute teacher holding at least a baccalaureate degree are eligible for Active substitute membership. The Active substitute receives all the benefits of Active membership. Dues for Active substitutes employed full-time are 100 percent of Active Professional dues; for substitutes employed less

than full-time, the dues are 50 percent of NSEA Active dues. Where no local association is available, an Active Professional may join NSEA/NEA directly.

Active Educational Support Professional (ESP) membership shall be open to any person who is employed in or who is on a leave of absence from an educational support position in a school district, college, university or other institution devoted primarily to educational work or who is serving as an executive officer of NSEA, or whose employment status is in dispute and for whom NSEA is providing legal services.

Active ESP members shall be eligible to be voting delegates to the NSEA Delegate Assembly and the NEA Representative Assembly. Where no local association is available, an ESP may join NSEA/NEA directly.

- (b) Substitute membership shall be open to any educational employee employed on a day-to-day basis (not under contract to an educational employer) who is otherwise eligible for Active membership, and has the option of joining NSEA as a Substitute member unless said employee is drawing educational retirement benefits and is eligible for NSEA-Retired membership. Substitute members shall receive Educator's Liability Insurance. Substitute members shall not be entitled to vote or hold NSEA office, nor shall they be entitled to legal services. Dues for Substitute members shall be 25 percent of the dues paid by Active full-time members. Other benefits shall be determined by the NSEA Board of Directors.
- (c) Reserve membership shall be open to any person who is on a leave of absence of at least six months from the employment that qualifies the individual for Active membership, or who has held Active membership but whose employment status no longer qualifies that individual for such membership.
- (d) The NSEA Board of Directors may require special services membership in NSEA for individuals no longer actively employed in education-related employment in order to be eligible to participate in any insurance program sponsored in whole or in part by NSEA. Membership requirements and dues amounts, if any, will be set annually by the NSEA Board of Directors.
- (e) Student membership shall be open to any student enrolled in or preparing for a program of study in an accredited institution of higher learning that qualifies the student for a career in education or serving as an elected officer of Student NEA or of one of its affiliates. A student who is eligible for NSEA membership in both Student and Active membership categories may, with the approval of the NSEA Executive Committee, join NSEA as a Student member.
- (f) Retired membership shall be open to any member who has reached the age of 45 years or more, or is eligible to receive benefits under a school employee retirement system, and has (a) held Active,

Substitute, Reserve, or Staff membership in NSEA or in another state affiliate or comparable membership in a corresponding membership category in the year in which employment ended, and (b) who is not eligible for Active membership. Retired members are eligible to be voting delegates to the NSEA Delegate Assembly and the NEA Representative Assembly and may hold appointive positions in NSEA.

- (g) Staff membership shall be open to any person whose primary professional employment is with NSEA or its affiliated local associations.
- (h) Members who currently hold life memberships as of July 1973 will continue to have all the rights and privileges of Active members.
- (i) Any member may appeal the assigned class of membership to NSEA Board of Directors.

**SECTION 3.** Any person joining as an Active member after the time of initial eligibility shall be enrolled in full standing for the remainder of the membership year by paying the amount of annual dues that is commensurate with the remaining portion of the membership year.

**SECTION 4.** The right to vote and to hold elective office or appointive position shall be limited to Active members except as otherwise provided.

**SECTION 5.** All Active members shall be eligible to receive NSEA services, to obtain assistance in the protection of professional and civil rights, and to receive reports and publications of NSEA.

**SECTION 6.** The membership year shall coincide with the NEA membership year. Membership shall be continuous unless terminated for cause.

**SECTION 7.** Adherence to the NEA Code of Ethics shall be a condition of membership.

**SECTION 8.** Members of any class shall have no right or interest either legal or equitable to the distribution of the property of NSEA.

**SECTION 9.** The NSEA Board of Directors shall have the power to resolve any question of membership status after due notice and hearing.

## ■ Article II: Officers

---

**SECTION 1.** The officers of NSEA shall be President, Vice President, and all NEA Directors for Nebraska and shall constitute the Executive Committee. No person shall hold more than one of these offices simultaneously.

**SECTION 2.** The term of office of the President and the Vice President shall be three years. The term of office of each such officer shall commence on August 1. No person shall be elected to the office of the President or



Vice President for more than two consecutive terms.

**SECTION 3.** The NSEA year shall be September 1 to August 31.

**SECTION 4.** Any Active member is eligible to hold NSEA office of President, Vice President or NEA Director. No fewer than 90 days prior to the regular Delegate Assembly at which elections shall occur, NSEA shall notify Active members of vacancies to be filled by publishing a notice in NSEA's magazine, *The Voice*.

Candidates for the offices of President, Vice President and NEA Director may declare their candidacy at any time. Any candidate who wishes to have campaign information included in the Delegate Assembly digital packet must submit the information to the Executive Director or Associate Executive Director no fewer than 45 days prior to Delegate Assembly. To have his/her name placed on the ballot, the candidates for the offices of President, Vice President or NEA Director must be nominated from the floor during the first session of the Delegate Assembly.

The number of votes cast for each nominee for each office shall be announced to the Delegate Assembly by the Chair of the Elections Committee, and the candidate receiving a majority of votes cast shall be elected. Should no candidate receive a majority vote in the first ballot, a run-off election shall be held immediately between the two candidates receiving the greatest number of votes.

**SECTION 5.** The President shall preside at all general meetings of NSEA and the Delegate Assembly and shall serve as Chair of the Board of Directors. The President shall perform the duties which usually devolve upon the chief officer of NSEA and the duties which are prescribed by these Bylaws and the policies of the NSEA Board of Directors. The President shall serve as the first Alternate NEA Director for Nebraska and be an ex officio member of all committees of NSEA.

**SECTION 6.** The Vice President shall serve as presiding officer in the absence of the President. The Vice President shall serve as the second Alternate NEA Director for Nebraska and be an ex officio member of all committees of NSEA. In the absence of both the President and Vice President, the senior NEA Director shall serve as Chair pro-tempore.

**SECTION 7.** In the event of a vacancy in the office of President, the Vice President shall become President and shall assume the duties and authority of that office for the remainder of that term. If a vacancy in the office of Vice President occurs during the first or second year of a term, such vacancy shall be filled by the NSEA Board of Directors, which shall elect a successor to serve until the next meeting of the Delegate Assembly. The Delegate Assembly shall then elect a successor for the remainder of the term. In the event a vacancy occurs during the third year of a term, the NSEA Board of Directors shall elect a successor for the remainder of the term. If a vacancy in the office of NEA Director occurs during the first or second year of a term, the NSEA Board of Directors shall

recommend the appointment of an interim NEA Director to the NEA Board of Directors. Such interim Director shall assume the duties until a new NEA Director to complete the unexpired term is elected at the next Delegate Assembly. In the event a vacancy occurs during the third year of a term, the NSEA Board of Directors shall recommend the appointment of an interim Director to the NEA Board of Directors to assume the duties for the remainder of the term.

## ■ Article III: Board of Directors

---

**SECTION 1.** The NSEA Board of Directors shall consist of the President; the Vice President; the NEA Directors for Nebraska; the at-large representatives of the Ethnic Minority Affairs Committee (EMAC), the Higher Education Academy, and Education Support Professionals (ESPs); elected representatives of NSEA-Retired and the Student Education Association of Nebraska (SEAN); and representatives of each NSEA district association. The Board shall be apportioned on the basis of one person-one vote. Each NSEA district association shall be entitled to at least one member on the NSEA Board of Directors. Each district association member of the Board must represent the same number of constituents (with variation not to exceed plus or minus 10 percent). The representation ratio of NSEA Board of Directors members to constituents shall be determined by the NSEA Board of Directors.

District associations shall elect representatives to the NSEA Board of Directors. Representatives must be Active members of NSEA in accordance with NSEA policy to insure open nominations, ballots and a system for run-off vote. Representatives may be elected for no more than two consecutive terms of three years and shall assume office on August 1 following their election. No person shall hold simultaneously more than one seat on the NSEA Board of Directors, either as a general officer or as a district association Representative or President.

The President of NSEA shall inform the president of the district when the district qualifies for an additional representative. Insofar as possible, an equal number of members shall be elected each year. The length of the initial term of new members shall be determined by the Board rotation. A vacancy on the NSEA Board of Directors shall be filled by the district affected. Such appointments shall extend to the end of the unexpired term of the position being filled.

Districts losing a seat on the NSEA Board of Directors as of the membership count on January 15 shall drop a member at the close of the NSEA year by not electing a representative for the vacant post. Districts gaining a seat on the NSEA Board of Directors shall add a member at the beginning of the next NSEA year.

If a county is transferred to another NSEA district by action of the NSEA Board of Directors, district association representative(s) who are members of a local in that county will continue to serve on the NSEA Board through the

next July 31. Any vacancy created by this action will be filled by election or appointment by the respective district association.

**SECTION 2.** The NSEA district presidents shall be invited to attend all meetings of the Board of Directors each year as ex officio members without the right to vote. In the absence of any Board member, the district president may assume the seat of an absent director from the same district with voting privileges. NSEA members elected at the NEA level to be members of the NEA Board of Directors shall be invited to attend meetings of the NSEA Board as ex officio members without the right to vote. NEA-budgeted funds must be utilized for expenses.

**SECTION 3.** The NSEA Board of Directors shall exercise the managerial and corporate powers of NSEA subject to the provisions of the Bylaws and any policies established by the Delegate Assembly.

**SECTION 4.** The NSEA Board of Directors shall enact its own rules and procedures for governing the conduct of its meetings.

**SECTION 5.** The position of any director shall be declared vacant immediately after the second absence, during a term, from any regularly scheduled NSEA Board meeting unless the individual has given prior notice to any member of the NSEA Executive Committee.

**SECTION 6.** Meetings of the NSEA Board of Directors shall be called by the President or by a majority of the NSEA Board of Directors. The total necessary expenses of holding these meetings shall be paid by NSEA.

**SECTION 7.** The NSEA Board of Directors shall adopt an annual financial budget and provide for the receipt, safekeeping, investment and expenditures of NSEA funds.

**SECTION 8.** The NSEA Board of Directors shall, on its own initiative or as directed by the Delegate Assembly, appoint committees deemed necessary to achieve the purposes of NSEA, and shall perform other duties prescribed or implied by the Bylaws and policies of the Delegate Assembly deemed necessary for the welfare of NSEA.

**SECTION 9.** Members may be appointed to committees for a term not to exceed three NSEA years. Absence from two consecutive meetings, except for approved reasons, shall constitute grounds for declaring the position vacant. Vacancies shall be filled in the manner of the original appointment.

**SECTION 10.** The NSEA Board of Directors shall have authority to charter local education associations. The NSEA Board of Directors shall have authority to suspend, revoke or reinstate the charter of an association.

**SECTION 11.** An affiliate organization whose objectives are compatible with the objectives of NSEA may be established by the NSEA Board of Directors. An affiliate organization may be established by filing a

written application with the NSEA Board of Directors. Such application shall include a copy of the proposed Bylaws, which shall require that members of the affiliate organization shall also be members of NSEA. NSEA services for an affiliate organization shall be determined by the NSEA Board of Directors.

**SECTION 12.** The NSEA Board of Directors shall make all arrangements for general meetings of NSEA.

**SECTION 13.** A majority of all voting members of the NSEA Board of Directors will constitute a quorum for the purpose of conducting official Board business at a regularly scheduled meeting. A two-thirds majority of the total voting members of the Board will constitute a quorum for the purpose of conducting official Board business at a meeting other than a regular meeting.

## ■ Article IV: Executive Director

---

**SECTION 1.** The Executive Director shall be selected by the NSEA Board of Directors, who shall negotiate a memorandum of agreement for a period not to exceed three years.

**SECTION 2.** The Executive Director shall supervise and coordinate the administrative, financial and professional activities of NSEA and shall direct its employed staff in accordance with policies and procedures adopted by the NSEA Board of Directors. The Executive Director shall serve as editor of official publications of NSEA, be the keeper of the official seal of NSEA; and perform such other duties as the NSEA Board of Directors may direct.

**SECTION 3.** The Executive Director shall serve as treasurer and shall receive and be responsible for the safekeeping and accounting of the funds of NSEA. The Executive Director may designate a deputy to be known as the Treasurer/Comptroller to perform duties as may be delegated. The Executive Director and Treasurer/Comptroller shall give bond in such amount as the NSEA Board of Directors may require and the premium of said bond shall be paid by NSEA. The Executive Director shall make an annual report of the funds of NSEA, which the NSEA Board of Directors shall have audited by certified public accountants and published.

**SECTION 4.** The NSEA Board of Directors shall name an acting Executive Director to perform the duties of Executive Director when the Executive Director is unable to perform said duties.

## ■ Article V: Delegate Assembly

---

**SECTION 1.** There shall be an annual meeting of selected members representing state, district and chartered local associations, to be known as the Delegate Assembly. Special meetings may be called by a two-thirds vote of the NSEA Board of Directors or by petition by a majority of the official delegates in attendance at the previous regular session.

**SECTION 2.** Active, Retired and Student members of NSEA are eligible to be delegates to the Delegate Assembly as provided in Section 3. All delegates shall have equal rights and shall be entitled to one vote, except as designated in Section 3.

**SECTION 3.** The Delegate Assembly shall be composed of the General Officers of NSEA, the president and vice president of each district association, voting members of the Board of Directors, the presidents of SEAN and NSEA-Retired and a number of delegates on the basis of: none delegate for each 300 NSEA Student members or major fraction thereof;

- one delegate for each 300 NSEA Retired members or major fraction thereof;
- each NSEA cluster delegate (local associations with fewer than 26 Active members shall be clustered for representation at Delegate Assembly):
- one delegate for each 50 Active members or major fraction thereof of each chartered local association.

Past Presidents of NSEA shall be non-voting delegates to the Delegate Assembly. The Delegate Assembly shall be the final judge of the qualifications of all delegates. The Assembly shall be apportioned on the basis of one person-one vote. Election of all delegates shall be by open nomination and balloting.

**SECTION 4.** The President shall notify each local association of the number of delegates to which it is entitled, based on the membership in NSEA as of January 15 of the calendar year in which the Delegate Assembly convenes.

**SECTION 5.** The Delegate Assembly shall be the legislative and policy-forming body for carrying out the purposes of NSEA. In performance of the functions, the Delegate Assembly shall receive and act on items of business officially submitted. The Delegate Assembly shall have the final authority in all matters not otherwise specified in these Bylaws.

**SECTION 6.** The Delegate Assembly shall elect the General Officers of NSEA and the at-large representative of the Ethnic Minority Affairs Committee (EMAC), the Higher Education Academy and the Education Support Professionals (ESPs). All elections shall be by ballot except when there is only one candidate for the position. In this case, the Chair shall declare such candidate elected.

Candidates for the at-large Board representative positions may declare their candidacy at any time. Any candidate who wishes to have campaign information included in the Delegate Assembly digital packet must submit the information to the Executive Director or Associate Executive Director no fewer than 45 days prior to Delegate Assembly. To have a his/her name placed on the ballot, candidates for at-large Board representative positions must be nominated from the floor during the first session of the Delegate Assembly.

**SECTION 7.** The Delegate Assembly shall adopt its own procedural rules.

**SECTION 8.** A quorum of the Delegate Assembly shall be a majority of the delegates registered as attending, with at least four separate NSEA governance districts having a quorum present.

**SECTION 9.** In the event of an emergency, the NSEA Board of Directors may postpone the annual meeting known as the Delegate Assembly for a period not to exceed six months. In the event of such postponement, all officers, members of the NSEA Board of Directors and committees shall remain in office until the Delegate Assembly next convenes.

## ■ Article VI: District Associations

---

**SECTION 1.** The district associations shall be configured to guarantee one-person one vote representation on the NSEA Board of Directors. A committee composed of the NSEA District Presidents and the NSEA Bylaws Committee shall annually review NSEA's governance compliance with the one person one vote requirement and shall develop a district boundary model guaranteeing compliance with NEA affiliation standards. The Committee shall recommend the plan to the NSEA Board for its consideration. Prior to the adoption of any district configuration by the NSEA Board, the model shall be distributed to the Executive Committee of each of the existing districts and the details provided to local associations and members through mailings and NSEA publications. The NSEA Board will then solicit comments and recommendations for a period of 30 days. Thereafter, the NSEA Board will make any appropriate changes in the model and adopt the new district structure. Any changes in the district structure will become effective September 1 following the adoption of change. Each district shall be composed of contiguous counties. The plan may move a local from a county to a contiguous district in order to create a district model that is in compliance. In addition, the NSEA Board of Directors may create statewide districts.

**SECTION 2.** Each district association shall adopt its own Bylaws which shall be consistent with the Bylaws of the Association. Each district association shall submit such reports to NSEA as the NSEA Board of Directors may direct.

## ■ Article VII: Local Associations

---

**SECTION 1.** Local association membership groups may, upon application and approval by the NSEA Board of Directors, be chartered as affiliated local education associations. Chartered local associations shall be continuous unless the charter is revoked by the NSEA Board of Directors.

Existing chartered local associations may, by a vote of the membership subject to local association Bylaws, determine if the local will include Educational Support Professionals as Active members of the local association.

If there is no chartered local association available for Active Educational Support Professional (ESP)



membership, then ESP employees of a single employer or school system may create a separate local association consistent with these Bylaws and seek its own charter from the NSEA. Such association shall have the same rights and privileges as any other local association as provided in these Bylaws.

**SECTION 2.** Active membership in a chartered local association shall be open only to members of the NSEA and the NEA.

**SECTION 3.** Each chartered local association shall adopt Bylaws consistent with the Bylaws of NSEA. A copy of the Bylaws and any changes thereto shall be filed with NSEA.

**SECTION 4.** No person shall be an Active member of more than one local association.

**SECTION 5.** Each local association shall be entitled to a delegate or delegates in the Delegate Assembly as provided by Article V, Section 3, of these Bylaws. All delegates shall be elected by ballot.

**SECTION 6.** Each local association shall file a report of its activities on forms provided by NSEA.

**SECTION 7.** A charter of a local association may be suspended, revoked or reinstated by the NSEA Board of Directors. A local association whose charter has been suspended or revoked may appeal the decision of the NSEA Board of Directors to the Delegate Assembly. Local affiliates that are subjected to such action shall be guaranteed a due process hearing.

## ■ Article VIII: National Education Association

---

**SECTION 1.** The Association shall be an affiliate of the National Education Association of the United States.

**SECTION 2.** The NEA Directors for Nebraska shall be elected consistent with the provisions set forth in Article II, Section 4.

**SECTION 3.** Election as a district representative on the NSEA Board of Directors also constitutes election as a state delegate to the NEA Representative Assembly for a term coinciding with the term as an NSEA member.

## ■ Article IX: Review Board

---

**SECTION 1.** To aid in the administration and application of the Bylaws and the other policies and procedures of NSEA, there is created a Review Board.

**SECTION 2.** The Review Board shall hear and render findings relating to matters in dispute over which it is granted jurisdiction. The Review Board shall adopt rules of procedure, subject to the approval of the NSEA Board

of Directors, to govern the conduct of the proceedings.

**SECTION 3.** The Review Board shall be composed of the district presidents of NSEA. No president shall participate in a matter involving a local affiliate or member from the district that president represents.

**SECTION 4.** The jurisdiction of the Review Board shall include hearing and making findings in the following disputes:

- (a) The removal of any officer or member of the NSEA Board of Directors of NSEA or an officer of a district association, or a member of any committee of NSEA, for conduct not in the best interests of NSEA.
- (b) The censure, suspension or expulsion of a member of NSEA for violation of the Code of Ethics of the Education Profession or for conduct not in the best interests of NSEA. In the censure, suspension or expulsion of a member, the Review Board shall be empowered to establish the conditions for reinstatement or for removal of the censure.
- (c) The interpretation and application of actions of the NSEA Board of Directors or Delegate Assembly to determine if such actions are consistent with the provisions of the Bylaws of NSEA. Any recommendations for remedial action shall be referred to the appropriate governing body, with the right of appeal to the Delegate Assembly.
- (d) The challenge of any state or district election results made by any association member. The findings of the Review Board shall be submitted to the NSEA Board of Directors and the parties of interest.

**SECTION 5.** Disputes shall be heard only on request of the NSEA Board of Directors, the Delegate Assembly, a local affiliate, or upon petition of 10 percent of the certified delegates of the Delegate Assembly. Members who are subjected to such action shall be guaranteed due process and appeal rights to the Board of Directors.

## ■ Article X: Finance

---

**SECTION 1.** The fiscal year of NSEA shall begin September 1 and end August 31.

**SECTION 2.** The annual membership fee for all classes of membership shall be recommended by the NSEA Board of Directors to each Delegate Assembly and adopted by the Delegate Assembly.

**SECTION 3.** The annual membership fee for Active members shall be paid to the treasurer of a chartered local education association, except when membership in a local association has been waived and transmitted to the association treasurer/comptroller. Dues paid by electronic funds transfer will be transmitted directly to NSEA. Local dues transmitted to NSEA by electronic



fund transfer will be remitted to the local association treasury. Fees for other classes of membership may be paid directly to the association treasurer/comptroller.

**SECTION 4.** The Executive Director shall notify all delegates no fewer than 30 days prior to the convening of the Delegate Assembly of any changes in the membership fee recommended by the NSEA Board of Directors.

**SECTION 5.** The Executive Director or the Executive Director's designee shall pay all claims on NSEA consistent with the Financial Policies adopted by the NSEA Board of Directors.

**SECTION 6.** Any accumulated funds of NSEA shall be invested by direction of the NSEA Board of Directors.

**SECTION 7.** All properties and permanent investments of NSEA, together with any funds received by gift, bequest, devise or transfer, shall be deposited in a permanent fund. The NSEA Board of Directors shall provide for the safekeeping and investment of such fund. The income from the fund may be used for accomplishing the purposes of NSEA unless the terms of the gift, bequest, or devise provide otherwise. The principal of the fund may be expended only upon a two-thirds vote of the Delegate Assembly.

**SECTION 8.** No indebtedness shall be incurred in any fiscal year which exceeds an amount equal to one-third of the annual income from membership fees of NSEA of the preceding fiscal year except with the approval of the Delegate Assembly.

## ■ **Article XI: Initiative and Referendum**

**SECTION 1.** Ten percent of the Active members of each district association may propose any measure by petition or may order a referendum upon any act of the Delegate Assembly or the NSEA Board of Directors. When such initiated measure or referendum is proposed, it must, at the earliest possible date, be submitted by the NSEA Board of Directors to chartered local associations for vote by the Active members of NSEA. Such proposal or referendum shall become effective if it receives a majority of the votes cast upon the proposition by individual Active members.

## ■ **Article XII: Amendments**

**SECTION 1.** Amendments to these Bylaws may be adopted by a two-thirds vote of the Delegate Assembly. Amendments shall be proposed in writing at least 30 days prior to the Assembly and referred to the Bylaws Committee for study and report.

**SECTION 2.** The President shall notify all delegates no fewer than 30 days prior to the convening of the Delegate Assembly of any amendments to these Bylaws.

## ■ **Article XIII: Parliamentary Authority**

**SECTION 1.** *Robert's Rules of Order, Newly Revised*, shall be the authority for all matters of procedure not covered by NSEA Bylaws.

---

# NSEA Resolutions

## Adopted at the 2018 NSEA Delegate Assembly

### ■ **Serve as State's Voice for Education**

#### **A-1 Vision for Public Education**

The Nebraska State Education Association (NSEA) supports a vision for public education which will allow local school districts, local education associations, and NSEA members to experiment with and formalize new forms of instructional decision-making. The Association also supports educational innovations which will enhance student learning, and protect student and employee rights. (June 2015)

#### **A-2 Free Public Education**

The NSEA believes free public education is the cornerstone of our social, economic and political structure and is of primary significance for the development of our moral, ethical, intellectual and multicultural values. The Association opposes any attempt to diminish a free public education. (June 2015)

#### **A-3 Education for All**

The NSEA believes the State of Nebraska is obligated to provide an effective public educational experience for all children from preschool through twelfth grade at public expense. The Association further supports expanding the scope of public education, to encourage lifelong adult education services without eroding any current programs. (June 2015)

#### **A-4 Equal Opportunity for Education**

The NSEA believes all persons should be given equal opportunity for education and participation in school sponsored activities. Written student policies should be consistent with the guidelines established by federal and state agencies regarding discrimination. In cases of alleged discrimination based upon race, creed, color, national origin, gender, sexual orientation, marital status, age, economic status, physical disability, immigration status, or size, students should be given a written copy of these policies and

their rights should be protected. (June 2015)

#### **A-5 Support for Special Needs Education**

The NSEA believes in a free public education for all students with disabilities in Nebraska, as provided by the Individuals with Disabilities Education Act and its rules and regulations which provide for the implementation of IDEA at the state level. The Association supports funding which provides programs which will meet the needs of students with disabilities in general and special education settings. The Association also supports the inclusion of a school nurse within the IDEA. (June 2015)

#### **A-6 Preschool Programs**

The NSEA believes public preschool programs should be provided by school districts. (June 2015)

#### **A-7 Tax Equity**

The NSEA believes that public education in Nebraska should be funded by a variety of taxes levied in an equitable manner and designated for the support of public education. (June 2015)

#### **A-8 Public Funds for Public Schools**

The NSEA believes in the principle that revenues of the state and its political subdivisions collected for education be expended for accredited public schools only. (June 2015)

#### **A-9 Fiscal Autonomy Local School Districts**

The NSEA believes local subdivisions of state government should be allowed to levy taxes for school financing and to spend local and state monies according to their own needs. (June 2015)

#### **A-10 State Aid**

The NSEA supports legislation for state aid to public pre-school, elementary and secondary schools which:

- (a) Equalizes educational opportunities for all students.
- (b) Offers incentives to school districts that employ and retain experienced, well-trained professional educators.
- (c) Equalizes taxes for all Nebraska citizens.
- (d) Provides at least one-half of the total operating costs of the public schools from state funds. (June 2015)

#### **A-11 New and Expanded Educational Programs**

The NSEA believes legislation requiring new or expanded educational programs should be financed by state funds. (June 2015)

#### **A-12 State School Lands**

The NSEA believes in maximizing the revenue producing potential from state-owned school lands and funds to secure and enhance long-term funding for public schools and education employee salaries. (June 2015)

#### **A-13 Federal Impact Aid**

The NSEA believes officials of the federal government must provide economic stability for federally impacted school districts through federal appropriations in an amount equal

to the increased per-pupil costs of those districts. (June 2015)

#### **A-14 Reorganization**

The NSEA believes all real property should be included in unified school districts which provide coordinated programs of instruction from preschool through the twelfth grade. Such unified districts should meet the educational needs of all children and guarantee full contractual rights and salaries to all education professionals. (June 2015)

#### **A-15 Educational Service Units**

The NSEA believes in the role of Educational Service Units in providing services, but not supervision, for local education agencies. (June 2015)

#### **A-16 Vouchers and Tuition Tax Credits**

The NSEA believes vouchers and tuition tax credits for parents of public and non-public school students constitute a serious threat to public education and opposes legislation that provides for vouchers and tuition tax credits. (June 2015)

#### **A-17 Public School Privatization**

The NSEA believes that public education services should be performed by public education employees. The Association opposes, in public school districts and educational institutions, any privatization or sub-contracting/contracting out arrangements that:

- (a) Transfer or displace education employees;
- (b) Replace full-time positions with temporary, part-time or volunteer workers;
- (c) Replace services that are or could feasibly be provided by public education employees or reduces resources otherwise available to achieve and/or maintain a system of quality public education or the potential to otherwise negatively impact public education;
- (d) Abrogate previously contracted benefits, reduce compensation, deny fringe benefits, and/or reduce or eliminate accumulated retirement experience and benefits;
- (e) Have not been agreed to by the affected affiliate.

Where sub-contracting/contracting out exists, the Association also believes that all personnel who are employed through the sub-contractor to work in the School District or educational institution must meet the highest standards of accountability. (June 2015)

#### **A-18 Charter & Non-Traditional Public School Options**

The NSEA believes in innovation in public education. The Association believes that when concepts such as charter schools and other non-traditional school options are proposed, all educational employees must be directly involved in the design, implementation and governance of these programs.

The Association also believes that plans should not negatively impact the regular public school program and must include adequate safeguards covering contract and employment provisions for all employees, voluntary participation, health and safety standards for all students and employees, nondiscrimination and equal educational opportunity, staff-

ing by licensed professional staff and financial responsibility.

Furthermore, the Association believes that programs must be adequately funded, must include start-up monies, must not divert current funds from the regular public school programs and must contain appropriate procedures for regular periodic assessment and evaluation. (June 2015)

#### **A-19 Home Schools**

The NSEA believes that home schooling programs based on parental choice do not provide children with a comprehensive educational experience, and that educational and social development is best achieved in an accredited public school setting.

NSEA also believes that home-schooled children must be immediate family members, and that all related educational expenses are the responsibility of the parent/guardians.

Further, the Association believes that students who are home schooled must meet Nebraska State Department of Education requirements including: approved curriculum, criterion reference assessments, and instruction by certified individuals.

The Association also believes that home-schooled students are not eligible to participate in public schools' extra-curricular activities. In addition, the Association believes that local public schools have the authority to determine grade placement and/or graduation credits for home-schooled students entering or re-entering public schools. (June 2015)

#### **A-20 Public Relations for Education**

The NSEA supports an appropriate public relations program that enhances the public's support for public education. (June 2015)

#### **A-21 Educational Partnership**

The NSEA believes members should be active participants in community/business/education partnership programs, and believes the strength of these programs lies in joint planning, implementation and evaluation by professional educators, business personnel and community citizens. (June 2015)

#### **A-22 State Legislators' Salaries**

The NSEA supports efforts to increase salaries of state legislators, as representatives and voices for public education within the government. (June 2015)

#### **A-23 Lease-Purchase Plan for School District Financing**

The NSEA supports the concept of lease-purchase financing as appropriate for school districts. (June 2015)

### **■ Promote Quality Education, Curriculum and Assessment**

---

#### **B-1 Family Participation**

The NSEA believes that active family participation is essential to the successful education of children. We believe that families should be included as partners in their children's education; and encourage educational employees to

support programs and local policy which promote the active participation of the family. (June 2015)

#### **B-2 School Age and Attendance Laws**

The NSEA believes in compulsory school attendance from ages six to eighteen. (June 2015)

#### **B-3 Student Achievement**

The NSEA is dedicated to use its resources and to assist its local associations and members to promote high levels of student achievement in every Nebraska school.

NSEA believes that to accomplish this goal each educational entity must provide:

- (a) A quality teacher in each classroom;
- (b) A safe, respectful, disciplined learning environment;
- (c) Quality professional development for all;
- (d) Full funding and resources provided for the above.

NSEA further believes that accountability for creating an effective learning environment that will lead to high levels of student achievement must be shared by students, parents, teachers, local administrators and school boards, the community, the Nebraska Department of Education, and the Nebraska Legislature. (June 2015)

#### **B-4 Standards for Student Learning**

The NSEA believes in high academic standards that clearly describe expectations for what students should know and be able to do. Throughout the implementation of any content and performance standards, all students must be provided the instructional opportunities and learning conditions necessary to attain the standards. The NSEA believes that effective implementation of standards must insure that:

- (a) Students, parents/guardians, educational employees, community members and government officials share in the accountability.
- (b) Professional development is provided for all educational employees to help align their practices to the standards.
- (c) Educational employees are afforded released time and/or compensation in order to have opportunities to work with colleagues on a regular basis throughout the school year on how to teach and assess student proficiency in the standards.
- (d) Full funding and resources are provided for development and implementation.
- (e) Curriculum includes, but is not limited to, required standards. Standards should not be used to narrow the curriculum to the exclusion of art, music, physical education, world languages, global competencies, humanities and other educational programs.
- (f) Standards should be introduced into the curriculum at a rate that allows educational employees opportunities to adapt their practice, work with each



other, and pilot their work in a concerted fashion.

- (g) Assessments are used to evaluate each student's progress toward attaining standards.
- (h) Appropriate attention is given to the needs and developmental levels of each student, including students with special needs and English Language Learners (ELL).
- (i) Education employees participate in the review and refinement of standards and assessments. (June 2015)

#### **B-5 Class Size**

The NSEA believes that excellence in the classroom can best be attained by a small size. Class size maximums must be based on the type of students, grade level, subject area content, and physical facilities.

The Association also believes in optimal class sizes in regular programs, and a proportionately lower number in programs for students with exceptional needs. Weighted class size formulas should be implemented to reflect the inclusion of exceptional students.

The Association further believes in establishing workload maximums for all curricular areas, not to exceed the recommendations of their respective national organizations.

The Association believes that the Nebraska Department of Education should on a yearly basis, collect and report class size data that reflects the class size experienced by most students. (June 2015)

#### **B-6 Multiple Curricular Preparation**

The NSEA believes that the number of preparations a K-12 teacher is assigned must be in reasonable proportion to the amount of plan time made available to the teacher. The NSEA also believes that when K-12 teachers are given multiple preparations, all due consideration must be given to class size and the student composition of the classes in order to assure that the expectations placed upon the teacher are reasonable and equitable in order to provide students with a quality education. (June 2015)

#### **B-7 Adequate Supplies**

The NSEA believes school districts should furnish educational employees with adequate instructional supplies and equipment. (June 2015)

#### **B-8 Assessment of Student Learning**

The NSEA believes in the on-going comprehensive assessment of student growth. The student's level of performance is best assessed with authentic measures directly linked to the lessons teachers teach and the materials teachers use. The NSEA believes the primary purpose of assessment is to:

- (a) Assist students and their parents/guardians in identifying the student's strengths and needs.
- (b) Encourage students to become lifelong learners.
- (c) Measure a program's effectiveness, communicate learning expectations, and provide a basis for determining instructional strategies.

- (d) Develop appropriate learning experiences for students.

The NSEA also believes that no one measure should be used to determine a student's performance. Teachers and school districts should utilize a variety of measures to accurately assess student growth. Methods of assessment should be free of cultural, racial and gender biases. Assessment should, in addition to measuring the acquisition of facts and knowledge, measure the student's social development, the ability to think critically, and to apply learning to new situations.

The NSEA further believes that classroom teachers must be involved in the development and implementation of assessment systems, the criteria for assessment of students and dissemination of results. (June 2015)

#### **B-9 Standardized Testing of Students**

The NSEA believes that standardized tests should be used to improve the quality of education and instruction for students. Standardized tests are most useful when selected by educational professionals closest to the classroom and integrated with assessment information specific to local programs. Local associations should advocate the design and use of a variety of developmentally and linguistically appropriate assessment techniques that allow necessary accommodations for students with special needs that are bias-free, reliable, and valid.

The Association also believes that assessments must be appropriate for their purpose. In addition, a minimum of three years is needed to adequately develop and alter assessments, in order to ensure accuracy.

The NSEA opposes the use of standardized tests when:

- (a) Used as the criterion for the reduction or withholding of any educational funding.
- (b) Used inappropriately to compare students, teachers, programs, schools, communities and/or states, because resources, funding, student abilities differ vastly.
- (c) Used as a single criterion for high-stakes decision-making, such as determining whether or not a student may graduate from high school.
- (d) Used when they do not match the developmental levels or language proficiency of the student.
- (e) Used to evaluate individual teachers or to determine the compensation or employment status of educational employees.
- (f) Used when programs are specifically designed to teach to the test.

The Association further believes that the administration of standardized tests by local school districts and the state of Nebraska includes the responsibility to educate the stakeholders in the purpose of the test, the meaning of test results, and the accurate interpretation of conclusions. (June 2015)

#### **B-10 Education for All Students with Disabilities**

The NSEA supports a free, appropriate public education for all students with disabilities in a least restrictive environ-



ment, which is determined by general and special education teachers, pupil personnel and related service providers, educational support professionals who work with the student, administrators, parent/guardian, and the student, as appropriate. There must be a full continuum of placement options and services/delivery models available to students with disabilities to meet their individualized program needs. (June 2015)

### **B-11 Concept of Inclusion**

The NSEA believes that it is the responsibility of the school district to provide a full continuum of services in the least restrictive environment for students with disabilities. This continuum of services may include, but not be limited to, a categorical special education classroom, resource room settings and inclusion in general education settings with appropriate accommodations.

The Association also believes that all materials produced by or for education purposes must be accommodating to all students.

Furthermore, the NSEA supports the least restrictive environments that are based upon the student's individual learning, social and emotional needs. Consideration for service delivery models should include appropriate staff to adequately address the disabled student's needs in all settings, including the general education classroom. (June 2015)

### **B-12 Internet Usage and Programming**

The NSEA believes that developers of Internet materials should strive for quality, accurate information, correct grammar usage and promotion of educationally-sound programming. Parents and educational employees should monitor students' use of the Internet. (June 2015)

### **B-13 Library Media Programs**

The NSEA believes that library media programs provided by certificated library media specialists have a positive impact on the education of all students. Strong library media programs help students develop life-long learning skills necessary for success in a changing global society. (June 2015)

### **B-14 Family Life Education**

The NSEA believes that age-appropriate human growth and development courses or units should be included in the public school curriculum. (June 2015)

### **B-15 Science Education**

The NSEA believes that the content in science education must be based on empirical evidence derived from the scientific method and must include the processes of that method. The Association also believes that the content and curriculum must be based on national and/or state Science Education Standards. (June 2015)

### **B-16 Environmental Support**

The NSEA believes environmental education and ecology programs should be included in the curricula and practiced within the district.

The NSEA also supports legislation and appropriations to preserve our natural environment. (June 2015)

### **B-17 Fine Arts Education**

The NSEA believes that artistic expression is essential to an individual's intellectual, aesthetic, and emotional development. The Association also believes that the fine arts transcend cultural barriers, foster multicultural understanding, and enhance critical thinking skills. The Association further believes that pre-kindergarten through adult education curricula must include a balanced, comprehensive, and sequential program of fine arts instruction for all students, regardless of geographical location or economics. The fine arts are defined as visual art, music, drama and dance. These students must be taught by a licensed fine arts teacher, in a facility or room designed and equipped for that purpose. Resources must be provided to maintain and upgrade materials and provide for emerging technologies, as well as, the same amount of planning time provided for all teachers.

The Association further believes in the promotion, expansion, and implementation of an academic fine arts program in curricula and as a requirement for high school graduation. (June 2015)

### **B-18 Physical Education**

The NSEA believes that physical activity and exercise are essential for good health and must be encouraged during the developmental years of students. The Association also believes that a comprehensive program of physical education should be provided daily in grades preschool through adult in or on facilities designed for that purpose. Physical education programs and curricula should follow national and/or state standards as set forth by the appropriate professional organizations; should be developmentally appropriate, sequential, cooperative in nature, and culturally and gender sensitive; and should:

- (a) Emphasize physical activity, fitness, exercise, and good health; skills of sports, games, dance, and basic movement; and related concepts and knowledge.
- (b) Assess students, including physical fitness testing, as a culmination of preparatory activities, and develop a fitness plan that is tracked for progress.
- (c) Provide for the special needs of students with low fitness, physical disabilities, or learning disabilities.
- (d) Be taught by teachers licensed in physical education.
- (e) Be taught with the same student/teacher ratio as other grade level class sizes and be provided the same amount of planning time. (June 2015)

### **B-19 Teaching Democratic Principles**

The NSEA believes educational institutions should promote democratic principles, uphold respect for law, uphold respect for order, and protect individual rights. (June 2015)

### **B-20 Multi-Cultural Instructional Materials**

The NSEA believes school districts should adopt instructional materials which provide a fair and balanced treatment of the local, state, and national contributions of all people, including but not limited to women and minorities. (June 2015)

### **B-21 Study of Diverse Cultures**

The NSEA believes the cultural heritage of all persons should contribute to their positive self-image. It is important that the study of the diverse cultures, and their important contributions to humankind, be included in the curriculum of our Nebraska schools to promote mutual respect and understanding of diversity. These cultures should be presented in such a manner that persons with that cultural heritage can feel self-worth from the curriculum. (June 2015)

### **B-22 Educational Television and Public Radio**

The NSEA believes in the continued development and financial support of statewide instructional television programming and national public radio as supplements to the instructional curriculum of each school district. (June 2015)

### **B-23 Technology Education**

The NSEA believes in the inclusion of technology literacy in school curricula including Internet training with access for all students and educational employees. (June 2015)

### **B-24 Distance Education**

The NSEA believes that quality distance education can create or extend learning opportunities not otherwise available to all students. The NSEA believes that, to ensure quality, distance education courses must:

- (a) Be at least as rigorous as similar courses delivered by more traditional means.
- (b) Meet accreditation standards.
- (c) Have content that is relevant, accurate, meets state and local standards, and is subject to the normal processes of collegial decision making.
- (d) Meet the objectives and requirements out-lined in the official course description.
- (e) Have student/faculty ratios that ensure the active engagement of students and high academic achievement.
- (f) Have appropriate procedures mutually agreed upon by the instructor and the institution for evaluation and verification that the student is submitting his/her own work.
- (g) Have instructors whose qualifications are the same as those of instructors teaching in traditional classes and who are prepared specifically and comprehensively to teach in this environment.
- (h) Be integrated into the mission and consistent with the overall offerings of the institution.
- (i) Provide fair use exemptions for participants' access to copyrighted materials for educational purposes.

The Association further believes that the institution offering the courses must provide:

- (a) Adequate infrastructure.
- (b) Appropriate facilities and equipment.
- (c) Libraries and laboratories as needed.

- (d) Adequate support and technical professionals on or off campus.

The NSEA also believes that the rights of the education employees delivering and monitoring the courses must be protected through the normal process of collegial decision making and, when relevant, collective bargaining. These rights should include, but not be limited to:

- (a) Determining the appropriateness of the introduction of distance education into a school setting and the uses and impact of such education.
- (b) The intellectual property rights of instructors.
- (c) Revenue received from distance learning courses.
- (d) Revisions to, reuse of, and duration of such courses.
- (e) Distance learning teachers must have additional planning time, and/or additional compensation, ongoing technological training and support to insure quality learning for all students.

The NSEA further believes that the rights of the students taking the courses must be protected. These rights must include, but not be limited to:

- (a) Appropriate equipment, technical support, libraries, and laboratories.
- (b) Appropriate student services.
- (c) Accurate course descriptions and expectations prior to enrollment.
- (d) Individualized interaction with their instructor.
- (e) Opportunities for appropriate student-to-student interaction. (June 2015)

## **■ Promote the Health and Welfare of Children and/or Students**

---

### **C-1 Cooperative Improvement of Instruction**

The NSEA believes students, parents, local education association representatives, professional educators, administrators, boards of education and community groups should work cooperatively to structure the curriculum and the school environment to best serve the students. (June 2015)

### **C-2 Responsibility of Society to Children**

The NSEA believes that all of society is responsible for meeting the basic needs of Nebraska's children and youth. (June 2015)

### **C-3 Coalition for Children**

The NSEA believes it is essential to establish a coalition of associations and organizations which have an interest in the well-being of all of Nebraska children and youth. (June 2015)

### **C-4 Building Supervision**

The NSEA believes all schools in session with students in attendance shall be monitored at all times by an administrator who is certificated and so designated by the board of

education. (June 2015)

### **C-5 Safe Learning and Teaching Environments**

The NSEA believes that a safe school climate is the right of all students and school employees. The Association also believes communities must develop policies and practices that ensure safe schools.

The Association also believes students and education employees must be safe from physical, verbal, and psychological violence, the threat thereof, and all forms of harassment. There must be procedures to prevent and eliminate all types of harassment that might occur. Plans and procedures regarding discipline and/or harassment must include due process.

The Association further believes that school security personnel must be properly trained to interact with students and intervene with those exhibiting violent behavior.

The Association believes that all school buildings should have controlled access during the school day. Schools and school districts should implement policies and procedures that monitor visitor access, such as check-in and wearing of identification badges.

The Association believes that students must be taught strategies and skills, including conflict resolution that develop respect, self-discipline, and self-control. Students must learn to distinguish between their own rights and responsibilities and the rights and responsibilities of others. There must be appropriate services and placement within regular education and alternative education programs and/or with state and/or community agencies for students who disrupt the learning environment or who are dangerous to other students, education employees, and themselves.

The Association believes that a safe and effective school has a positive environment in which education employees, students, parents/guardians, and the community care for, communicate with, respect, understand, and trust each other. (June 2015)

### **C-6 Educational Competition**

The NSEA believes competition between students, educational employees and schools can be beneficial only if it is used to enhance learning. (June 2015)

### **C-7 Student Behavior**

The NSEA believes local associations and boards of education should develop effective disciplinary policies to maintain orderly classroom management and to correct disruptive behavior.

The Association also believes that these written policies must contain plans and procedures that are fair, equitable, and consistently enforced. The Association further believes that school personnel must be properly trained to interact with students exhibiting violent behavior.

The Association believes that policies promoting educational processes which emphasize prevention, effective interventions, and rehabilitation will decrease the use of out-of-school suspensions, expulsions, in school arrests, and the

phenomenon that is commonly referred to as the “school-to-prison Pipeline” that can lead to future incarcerations.

The Association further believes that it is in the best interest and safety of all, if education employees are confidentially informed of students with known serious behavior problems or a history of violence. This is especially important in our ever-mobile society as students move from school to school.

The Association believes that appropriate school behavior begins and is reinforced in the home. Parents/guardians of children who are disruptive often need support and training in order to reduce inappropriate behavior and increase student learning. Programs that provide assistance and training in child development, effective parenting skills, and strategies for dealing with disruptive students must be available for parents/guardians. Schools can be instrumental in identifying and recommending strategies that can assist parents/guardians. (June 2015)

### **C-8 Bullying**

The NSEA believes that the school environment, including school-sponsored events and activities, should be free from all forms of bullying. Bullying is the repeated intimidation of others by real or perceived infliction of physical, verbal, written, electronically transmitted, or emotional abuse.

The Association also believes that bullying in schools is not limited to students but may affect school employees as well. The NSEA further believes that professional development, materials, and resources should be available to all staff to address the issue of bullying. (June 2015)

### **C-9 Weapon Free Schools**

The NSEA believes that all students and education employees must be allowed to learn and work in an environment free of unauthorized guns and other deadly weapons. Severe penalties should be enacted and strenuously enforced for criminal actions involving guns and other deadly weapons, especially in school settings.

The Association also believes that individuals who bring unauthorized guns and other deadly weapons should be excluded from school and school grounds until undergoing mandatory prescribed intervention.

The Association further believes that a weapon free learning environment should include security systems within the school campus and security/evacuation plans that are reviewed and practiced regularly.

The Association also believes that students and education employees should never be allowed to carry firearms in an educational environment, unless explicitly used for school-sanctioned activities. (June 2016)

### **C-10 K-12 Guidance and Counseling**

The NSEA believes increased guidance and counseling services, especially at the elementary school level, would enhance student self-concept and help ensure full individual academic growth potential.

The Association also believes that a District should provide



to all students in every building full-time school counselors who are trained and available to help students deal with personal, social, academic and vocational concerns. (June 2015)

### **C-11 Programs for Student Stress**

The NSEA supports appropriately accredited and licensed mental health and aftercare programs for students suffering mental, emotional and environmental pressures. The Association urges local affiliates to support legislation and publicity for these programs. (June 2015)

### **C-12 School Nursing Services**

The NSEA believes local school boards should provide adequate student-to-nurse ratios, that Registered Professional Nurses should deliver school health services and that the Nebraska Department of Health should continue to provide a School Nurse Consultant. (June 2015)

### **C-13 In-service on Communicable Diseases**

The NSEA believes all educational employees should receive in-service training about communicable diseases, including, but not limited to, herpes, hepatitis and HIV/AIDS. (June 2015)

### **C-14 Child Abuse**

The NSEA believes professional educators must report to proper authorities any suspected or observed evidence of child abuse. (June 2015)

### **C-15 Protection from Exploitation**

The NSEA believes that children are an especially vulnerable and easily exploited audience who must be protected from exposure to violence, prejudice, sexual content, and stereotyping by mass media, the Internet, and products that are accessible to children.

The Association is committed to working cooperatively with media producers, advertisers, and manufacturers in developing products that protect the interests of children. The Association encourages the producers of mass media to select and use age-appropriate subject matter in their products targeted at children.

The Association also encourages all radio and television programming executives, when determining the appropriateness of program subject matter and the development of broadcasting schedules, to consider children's ages. The Association further encourages advertisers and media professionals to use standard grammar and correct spelling and to refrain from the use of stereotypical and/or discriminatory terminology and profanity.

The Association encourages the producers of games and toys to make explicit to consumers, prior to purchase, the nature of a product's content through specific labeling. The Association believes that regulations restricting the purchase of games and toys based on age appropriateness be developed and enforced.

The Association deplores exposing children as consumer-test groups to violent interactive games and products in order for manufacturers to determine how to increase or refine the violent content for the express purpose of increasing sales.

The Association also believes that, through media literacy education, education employees, parents/guardian, and children must become critical users of mass media, the Internet, and other products accessible to children.

Furthermore, the Association encourages its affiliates to provide means for education employees to assist parents/guardians in the selection of appropriate media, games and products for their children. (June 2015)

### **C-16 Missing Children**

The NSEA supports the NEA in its efforts to locate missing children by working cooperatively with local programs and authorities to raise awareness of missing children. (June 2015)

### **C-17 Substance Abuse**

The NSEA believes that inhalant, drug, alcohol, and tobacco/nicotine abuse negatively impacts student health and welfare, and interferes with effective instruction and student learning. NSEA supports:

- (a) Appropriate educational experiences to educate students about the serious consequences of participating in any aspect of the illegal drug trade.
- (b) Standardization of drug laws, including the sale and distribution of drugs.
- (c) Prohibition of the production, sale and distribution of drug paraphernalia.
- (d) Improvement of drug prevention and rehabilitation programs.
- (e) Mandated drug rehabilitation programs for any violation or conviction, whether civil or criminal, resulting from the possession or use of a controlled substance.
- (f) Research on the genetic and neurological damage done to children through parental substance abuse and the impact on student learning and behavior.
- (g) Strict enforcement of the legal drinking age and the laws governing the sale of alcoholic beverages.

The NSEA opposes the illegal use of drugs and controlled substances, and believes that severe penalties for illegal production, distribution and sale should be strictly enforced. (June 2015)

### **C-18 Environmentally Safe Schools**

The NSEA believes that all educational facilities must have healthy indoor and outdoor air quality, be smoke-free, and be safe from environmental and chemical hazards, and provide clean water. School districts should conduct periodic testing for harmful water and airborne particles/agents that are detrimental to the health of students and educational employees.

The Association also believes in the establishment and enforcement of standards of the Occupational Safety and Health Administration (OSHA) to ensure health and safety. (June 2017)

### **C-19 Student Transportation**

The NSEA believes in safe and orderly transportation of students. In compliance with State and Federal rules and



regulations, procedures must be developed collaboratively, enforced, and constantly reviewed and revised to ensure this. In addition to an annual vehicle inspection, the proper agencies should also conduct random inspections.

The Association also believes that local school districts should provide students with transportation for all school-related activities. Students should not be transported by public school employees in their personal vehicles for these activities. (June 2015)

### **C-20 School Emergency Plans**

NSEA believes that schools, school districts, and school transportation systems must have written plans that delineate procedures that include, but are not limited to, lockouts, lockdowns, evacuations, and shelters. Plans must include rapid reaction criteria and procedures coordinated with on-campus personnel, community and other appropriate first responders. Emergency plans for each school site must be developed by school personnel in partnership with the community.

The Association also believes for these plans to be effective, they must be practiced and updated on a regular and consistent basis. Plans must include stress management/counseling strategies as follow up care for students, and staff when appropriate. (June 2015)

### **C-21 Comprehensive School Health, Social and Psychological Programs and Services**

The NSEA believes that to promote health and wellbeing, every student, preK through higher education, should have direct and confidential access to comprehensive health, social, and psychological programs and services. Such programs and services can be effective with ongoing communication and coordinated partnerships between social, school, home and community resources.

The Association also believes that all health, social, and psychological services must be provided only by the appropriately licensed and certificated professional personnel. The Association further believes that education employees, parents/ guardians, students, and personnel from community agencies providing services to students must be involved in the development, implementation, and coordination of these services.

The Association believes that, to provide effective physical and behavioral/mental health services in the school setting, the following are essential:

- (a) School counseling programs providing a focus on academic, career, and social/emotional development so students achieve success in school and are prepared to lead fulfilling lives as responsible members of society.
- (b) Health services, provided by a licensed school nurse, promoting the health of students through prevention, case finding, early intervention, and remediation of specific health problems. With appropriate staffing, to safely accommodate students with special health needs and chronic illness
- (c) School psychological services promoting the behavior-

al/mental health of students through prevention, identification, early intervention, and remediation of specific behavioral/mental health issues that interfere with the learning process and providing crisis intervention of traumatic events and mental health counseling.

- (d) School social work services providing crisis intervention, individual and group counseling, behavior management, and coordination with student families and community resources.
- (e) Other specialized clinicians who identify, diagnose, and accommodate learning disabilities and other conditions adversely affecting the ability to learn and succeed in a school setting.
- (f) A healthful psychological climate and a safe physical environment at the building, classroom, and individual levels.

The Association supports legislation that provides comprehensive care to all children and supports community, state, and national efforts to coordinate these services.

### **C-22 Health Care for All Children**

The Nebraska State Education Association believes that every child should have direct and confidential access to comprehensive health care.

The Association also believes that such health care should be provided by properly licensed physicians and by other properly licensed health professionals.

The Association further believes that legislation should be adopted to provide comprehensive health care to all children.

## **■ Promote Professional Excellence Among Educators**

---

### **D-1 Education as a Career**

The NSEA believes students should be encouraged to pursue a career in the field of education. (June 2015)

### **D-2 The Teaching Profession**

The NSEA believes that the teaching profession is a cornerstone of society.

The goal of the profession must be to provide the highest quality of education to all students. To achieve this goal, the profession must be composed of individuals who meet the highest standards. These standards must be established, maintained, and governed by the members of the profession and must apply to recruitment, teacher preparation, induction, professional development, evaluation, practice, and accountability. Members of the teaching profession must assume expanded leadership roles and must have the time, resources, and decision-making authority to provide the highest quality of learning for each student.

The Association believes that the NEA Principles of Pro-

Professional Practice define the knowledge, skills, and dispositions a quality teacher should possess. A quality teacher:

- (a) Designs and facilitates instruction that incorporates the students' developmental levels, skills, and interests with content knowledge.
- (b) Develops collaborative relationships and partners with colleagues, families and communities focused on meaningful and deep learning.
- (c) Provides leadership and advocacy for students, quality education, and the education profession.
- (d) Demonstrates in-depth content and professional knowledge.
- (e) Participates in on-going professional learning as an individual and within the professional learning community.
- (f) Utilizes multiple and varied forms of assessments and student data to inform instruction, assess student learning, and drive school improvement efforts.
- (g) Establishes environments conducive to effective teaching and learning.
- (h) Integrates cultural competence and an understanding of the diversity of students and communities into teaching practice to enhance student learning.
- (i) Utilizes professional practices that recognizes education as vital to strengthening our society and building respect for the worth, dignity and quality of every individual.
- (j) Strives to overcome the internal and external barriers that impact student learning. (June 2015)

### **D-3 Professional Educator Preparation**

The NSEA believes all professional educators should have:

- (a) A broad general education.
- (b) In-depth academic preparation in areas of specialization.
- (c) Mastery of the knowledge and skills necessary to perform their duties.
- (d) An understanding of their professional rights and responsibilities, including the NEA and Nebraska Codes of Ethics.
- (e) Increased intern experiences in the candidates' endorsed fields.
- (f) An understanding of their rights and responsibilities in redefining and restructuring the curriculum to better serve student needs.

The Association also believes that pre-professional educators should not be assigned as substitute teachers during their student teaching experiences. (June 2015)

### **D-4 Mentoring**

The NSEA believes it is the responsibility of the Association to be actively involved in the mentoring process. (June 2015)

**D-5 Professional Development for Education Professionals** The NSEA believes that continuous professional development is essential for education professionals to achieve and maintain the highest standards of student learning and professional practice. The Association also believes that professional development should:

- (a) Be based upon clearly articulated goals and objectives reached by consensus of the school community.
- (b) Be designed, directed by, and differentiated to meet the needs of impacted professionals at each site.
- (c) Support education professionals in meeting the needs of students.
- (d) Be incorporated into and aligned with (not added to) professional work expectations.
- (e) Be college and career-ready standards-referenced and incorporate effective practice, relevant data, and current research.
- (f) Be supported by adequate funding and resources.
- (g) Be career-long, rigorous, and sustained.
- (h) Stimulate intellectual development and leadership capacity.
- (i) Balance individual priorities with the needs of the school and the district.
- (j) Include an ongoing evaluation component to determine effectiveness.
- (k) Respond to, refine, improve, and adjust the professional development according to the feedback provided by the participants.
- (l) Not usurp regular planning time for teachers.
- (m) Provide initial and ongoing training and support for the implementation of new and expanded programs and skills.
- (n) Provide initial and ongoing training and support in the development of new and revised curricula and instructional strategies.
- (o) Provide time during the regular work day and work year for inquiry, research, reflection, and collaboration.
- (p) Provide time for individual and collaborative study of student data to improve student learning.
- (q) Provide opportunities for mentoring and peer coaching with colleagues on an ongoing basis.
- (r) Provide a depth of subject matter knowledge and a great understanding of the impact of culture, gender, and learning styles.
- (s) Provide opportunities to assume new roles and career paths, including leadership positions.
- (t) Provide flexibility for collaboration of community partners with a variety of resources.

- (u) Provide initial and ongoing training and support for the use of technology as an instructional tool. (June 2015)

#### **D-6 Evaluation of the Professional Educator**

The NSEA believes evaluation of the professional educator must be conducted on a scheduled basis for the purpose of improving performance. The association also believes that evaluations of teachers must be comprehensive — based on multiple indicators that provide teachers with clear and actionable feedback to enhance their practice — with components that include indicators of teacher practice, teacher contribution and growth, and contribution to student learning and growth. The evaluator must hold a current Nebraska Administrative certificate, remain current in best classroom practices, and have opportunities annually to prepare and teach lessons. Written evaluations followed by timely conferences that suggest possible solutions and reasonable timelines to correct alleged deficiencies are pre-requisite for non-renewal of a professional educator's contract. If, following such an evaluation, a teacher's practice fails to meet performance standards, a teacher should be provided with clear notice of the deficiencies, and an improvement plan should be developed by the teacher, local association and employer. The procedures must be developed mutually by and acceptable to the local association, the administration, and the governing board. The evaluation process should be based on pre-identified criteria. (June 2015)

#### **D-7 Teacher Competency Testing**

The NSEA opposes the use of state or federally mandated professional educator competency testing for evaluation or re-certification, except when administered by teacher preparation institutions to evaluate teacher candidates prior to recommendation for initial teacher certification. (June 2015)

#### **D-8 International Teacher Exchange Program**

The NSEA supports an active international teacher exchange program. (June 2015)

#### **D-9 Qualified Educational Support Professionals**

The NSEA believes that qualified Education Support Professionals are a vital resource and should be employed and retained to ensure the quality of education for all public school students.

The Association also believes that Education Support Professionals should be employed only to enhance the effectiveness of the professional educators, not used in place of certified teachers. (June 2016)

#### **D-10 Professional Development for Education Support Professionals**

The NSEA believes that paid professional development should be provided throughout a career of Education Support Professionals. Professional development programs should provide equal opportunities for Education Support Professionals to gain and improve the knowledge and skills important to their position and job performance. Professional development programs should ensure that Education Support Professionals have a decisive voice at every stage of planning, implementation, and evaluation.

The Association also believes that professional development

and continuing education serve as catalysts to recruit, retain, and promote qualified education support professionals.

The Association further believes that professional development course offerings should be ongoing throughout the school year, should be made available by education stakeholders, and employees should be compensated for time outside the scheduled work day. (June 2015)

### **■ Promote Academic and Professional Freedoms for Teachers and other Educational Employees**

---

#### **E-1 All-Inclusive Membership Organization**

The NSEA believes all educational employees in Nebraska should be members of the United Education Profession, national, state and local associations. (June 2015)

#### **E-2 Equal Opportunity Guidelines**

The NSEA believes all persons should be given equal opportunity for employment, promotion, compensation and leadership in all activities. Written personnel policies should be consistent with the guidelines established by federal, state and local agencies. These guidelines should be considered for advising NSEA members of their rights regarding acts of alleged discrimination based upon race, creed, color, national origin, gender, sexual orientation, marital status, economic status, age, physical disability, health, size, or participation in Association activities. (June 2015)

#### **E-3 Academic and Professional Freedom**

NSEA believes academic and professional freedom, guaranteed by the First Amendment of the Constitution, are essential to American education. Academic freedom includes:

- (a) The right of educational employees and students to explore, present and discuss divergent views in the quest for knowledge.
- (b) The right to choose textbooks and teaching materials that present opposing or differing views.
- (c) Freedom to implement board-approved curricula and support materials chosen by professional staff without specific notification to parents.
- (d) Teaching techniques that encourage students to think analytically and independently.
- (e) The right to criticize the policies and programs of the school without fear of reprisal. (June 2015)

#### **E-4 Time to Teach**

The NSEA believes every professional educator needs "time to teach." This includes:

- (a) Hours during which an educator is actually teaching.
- (b) Occasions which enhance the student/professional educator relationship.
- (c) Reasonable, carefully-defined workloads.
- (d) Duty-free lunch periods of no less than thirty (30)



minutes.

- (e) At least fifty (50) consecutive minutes for planning and student consultation during the student day without other assigned duties.
- (f) Elimination of non-instructional tasks.
- (g) Instructional loads and class sizes adjusted to the particular learning process involved.
- (h) Scheduled time during the school day to participate in curriculum planning, creation and implementation, or restructuring. (June 2015)

#### **E-5 Accountability**

The NSEA believes educational employees can be held accountable only to the degree that other parties who share responsibility for public education are also held accountable. (June 2015)

#### **E-6 Pressures on Educational Employees**

The NSEA believes organized efforts to impede public education should be monitored and reported to the NSEA Board of Directors. School districts should assist educational employees whose academic freedom or employment is threatened by philosophical or self-interest groups. (June 2015)

## **■ Protect the Rights of Educational Employees and Advance Their Interests and Welfare**

---

#### **F-1 Agency Shop**

The NSEA believes in the principle of agency shop for employees who are members of a bargaining unit represented by an organization that is recognized for negotiations. (June 2015)

#### **F-2 Substantive and Procedural Due Process Rights**

The NSEA believes all educational employees shall be guaranteed both substantive and procedural due process in their employment relations with their respective boards of education regarding matters of termination, retirement and reassignment. Written notice of impending contract termination or cancellation shall include the following:

- (a) The right to request a hearing.
- (b) Any statutory or contractual time limits.
- (c) The right to present evidence at an administrative hearing.
- (d) The right to be heard by an impartial third party. (June 2015)

#### **F-3 Employee Involvement in Decision Making**

The NSEA supports training in shared decision making models for all educational employees. School districts should provide for employee input in their decision making processes. (June 2015)

#### **F-4 Commission of Industrial Relations**

The NSEA supports the Commission of Industrial Relations as an agency for settling employment disputes in the public

sector. (June 2015)

#### **F-5 Scope of Negotiations**

The NSEA supports collective bargaining and the expansion of the scope of negotiations to include all terms and conditions of employment. (June 2015)

#### **F-6 Economic Development, Education, and Teacher Compensation**

The NSEA believes that the economic growth and vitality of Nebraska depend upon a well-educated citizenry and competitive workforce. Excellence in public schools and post-secondary education is central to economic development. A high-quality staff is one of the primary determinants of student achievement and success. Therefore, the Association believes the Legislature should fund regionally- and nationally-competitive salaries and benefits for education employees. (June 2015)

#### **F-7 Withdrawal of Professional Services**

The NSEA believes educational employees should have the legal right to withhold professional services. Educational employees should withdraw services as a last resort for correcting intolerable conditions or when boards of education are unwilling to negotiate in good faith. (June 2015)

#### **F-8 Minimum Provisions for Negotiated Agreements**

The NSEA affiliates shall negotiate formal agreements with their governing boards which include these minimum provisions:

- (a) School calendar, school day and student contact time.
- (b) Policies related to the use and implementation of salary schedules.
- (c) Full recognition for experience and preparation for salary placement on an index salary schedule.
- (d) Full-family health, accident and dental insurance premiums paid by employer from the first day of employment, with continued utilization of NSEA-endorsed programs.
- (e) Maximum long-term disability coverage, based on primary offsetting benefits, with premiums to be paid by employer.
- (f) Index extra-curricular schedules which include all additional teaching and non-teaching responsibilities.
- (g) Salary settlements that equal or exceed cost-of-living increases, excluding increments.
- (h) Career increments above the schedule for added years of service.
- (i) Reduction-In-Force policy.
- (j) Maximum class-size formulas, with appropriate reduction for placement of disabled, at-risk and gifted children within that class.
- (k) Severance pay for unused leave time.
- (l) Insurance coverage to spouse/dependents for the



term of the contract in case of the educational employee's death.

- (m) Extra-duty assignments only with the consent of the educational employees.
- (n) Leave policies.
- (o) Language of the individual teaching contract form compatible with the contract form recommended by the Commissioner of Education.
- (p) A professional growth policy, compatible with the provisions of State Law.
- (q) Educational employees' evaluation.
- (r) An early retirement option incentive or voluntary separation from employment.
- (s) Transfer of full educational employee experience and training between districts for salary placement.
- (t) Fifty (50) consecutive minutes for planning and student consultation during the student contact day.
- (u) Language to define the district's support of educational employees who suffer physical and/or verbal abuse which occurs within the line of duty.
- (v) Just cause and fair dismissal clauses.
- (w) Parental leave to educational employees without loss of salary, for the birth, adoption, or emergency care of their family members.
- (x) Grievance procedure, including binding arbitration and the right of the Association or its affiliates to file grievances.
- (y) Educational employees' compensation for year-round school programs.
- (z) The right to reside in communities or neighborhoods of their choice.
- (aa) Distance education class loads, student contact hours, additional planning time and/or additional compensation, and contract hours for instructors must be defined. There must be guarantees that technology and distance education will not be used to supplant employees.
- (ab) Correct placement on the salary schedule. (June 2015)

#### **F-9 Equitable Salaries**

The NSEA believes that salary and compensation for teachers and all education employees should be equitable, regardless of the school district size, geographic location, or economic wealth.

The Association also believes that state aid resources for teacher compensation and guidelines for minimum salary(ies) are needed to provide equity and economic competitiveness. Local associations should bargain compensation and benefits above the state standards that may be established. (June 2015)

#### **F-10 Comparable Salaries**

The NSEA believes educational employees should receive salaries and compensation comparable to those in other professions requiring similar preparation. (June 2015)

#### **F-11 Restructuring of Schools**

The NSEA believes educational employees must have release time during student contact hours for participating in restructuring activities or receive appropriate compensation for restructuring activities outside the regular student contact day. (June 2015)

#### **F-12 Mandated Course of Study**

The NSEA believes that educational employees should be compensated for any mandated course of study by the mandating governing body or agency. (June 2015)

#### **F-13 Equality in Subject Areas**

The NSEA believes all subject areas of education are of equal importance. The NSEA also believes that preferential treatment in preparation opportunities or compensation is inequitable. (June 2015)

#### **F-14 Negotiations of Salaries and/or Fringe Benefits**

The NSEA believes in the right of local associations to negotiate salaries and benefits with their governing boards under the Commission of Industrial Relations Act without property tax and budget limitations imposed by the Legislature. (June 2015)

#### **F-15 Pre-professional Educators' Liability Insurance**

The NSEA believes each college or university should require proof of liability insurance from every pre-professional educator. (June 2015)

#### **F-16 Minimum Criteria for Additional Compensation Beyond the Single Salary Schedule**

The NSEA believes that designing and implementing any new or additional educational employee compensation structure should be administered through a successful exchange process. The Association supports legislative incentives for local negotiated alternative salary systems.

The Association also believes that any system that provides additional compensation to educational employees beyond that provided by the single salary schedule should meet the following minimum criteria:

- (a) The design of the system must be accomplished through the collective bargaining process.
- (b) Any additional compensation beyond the salary schedule must not be based on education employee evaluation, student achievement scores or attendance.
- (c) The criteria that are used to determine whether education employees receive the additional compensation should be clearly stated and subject to objective measurement.
- (d) The system should not directly or indirectly limit the number of education employees who are eligible for the additional compensation.
- (e) Full funding should be available to sustain the sys-

tem. The allocation of funds to provide the additional compensation should not prevent increases in the basic compensation for all education employees; and

- (f) The systems should not diminish the professional status of those education employees who do not receive the additional compensation or in any way suggest that such education employees are not qualified for the positions that they hold. (June 2015)

#### **F-17 Professional Leave**

The NSEA encourages local association affiliates, boards of education and school administrators to establish policies for granting professional leave to educational employees, without loss of salary, to attend educational meetings and to participate in professional organization activities. (June 2015)

#### **F-18 Health Examinations**

The NSEA believes physical and mental examinations of education employees should be required only when there is probable cause except when mandated by state or federal laws. Results of such examinations shall be subject to medical confidentiality and the education employee shall be informed of all results.

The Association 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, correct his/her medical records. The Association also believes that the cost of any required physical or mental diagnostic procedure should be incurred by the agency that requires such procedure and that the employee should be guaranteed the right to select their own medical professional. (June 2015)

#### **F-19 Reduction-In-Force Policy**

The NSEA believes every educational employee in the State of Nebraska should be covered by a reduction-in-force policy based on seniority. To protect affirmative action programs, NSEA supports the following guidelines:

- (a) Majority and minority personnel should be reduced in proportion to the overall percentage of staff they represent.
- (b) Any employee so reduced should be given preferential re-employment for two years for any position for which that person is legally qualified.
- (c) Re-employment should be in the same majority/minority proportions without loss of tenure or financial benefits.

The NSEA also believes educational employees facing reduction in force are entitled to information about employment opportunities inside and outside of education. Retraining of educational employees terminated because of reduction in force is the responsibility of the governing boards. (June 2015)

#### **F-20 Educational Employee Replacement**

The NSEA believes that educational employees should not be eliminated or replaced by distance learning, packaged instructional programs or privatization. (June 2015)

#### **F-21 Year-Round School**

The NSEA supports the concept of year-round school programs that are mutually developed by classroom professional educators and other interested parties. (June 2015)

#### **F-22 Retirement Benefits**

The NSEA affirms its support for the current Defined Benefit retirement plans for providing core retirement benefits for retired educational employees, and supports legislation that will improve and enhance retirement benefits for all active and retired educational employees. The NSEA believes retirement benefits offered for educational employees should include, but not be limited to, the following un-prioritized items:

- (a) An annual, automatic Cost of Living Adjustment (COLA) that is linked to the Consumer Price Index-Urban (CPI-U) with a minimum of 3 percent per year.
- (b) A Restoration of Purchasing Power (ROPP) COLA that would increase retirement payments for retirees to provide 95 percent of the purchasing power of the pension at the time of retirement.
- (c) Introduction of a benefit for current and future retirees that would provide assistance with medical costs after retirement.
- (d) An increase in the formula benefit multiplier above the current 2.0 percent of the highest 3-year average salary times the number of years of creditable service.
- (e) A lowered actuarial reduction for those retirees who are at least 55 years old but do not qualify for Rule of 85 — the reduction being 3 percent for “Rule of 84;” 6 percent for “Rule of 83;” 9 percent for “Rule of 82;” 12 percent for “Rule of 81;” and 15 percent for “Rule of 80.”

The NSEA also believes that Retirement Systems for education employees should be fully funded, with the majority of the cost borne by the employers and/or the State; that any state contributions to the retirement system from general tax revenues should be distributed equitably to all public school employees in the state; and that all public employees retirement boards of trustees should have a composition that guarantees representation proportional to the fund assets of each member group, with member organizations having a greater voice in the selection of those trustees. (June 2016)

#### **F-23 Social Investments of Retirement Funds**

The NSEA believes the Nebraska Investment Council should resist any efforts to limit retirement fund investments based on social issues. (June 2015)

#### **F-24 Social Security**

The NSEA believes that Social Security and pension income are intended to keep our elderly and disabled citizens out of poverty. The Association further believes these funds should not be used as a source of revenue for the state.

Therefore, the Association supports the position that Social Security and pension funds should not be subject to state income tax. (June 2015)

## ■ Secure Professional Autonomy

---

### **G-1 Professional Self-Governance**

The NSEA believes in professional self-governance with authority to set the standards of licensure, practice, ethics and competence. The Association believes members must adhere to the Nebraska Professional Practices Commission “Code of Ethics” and its legal implications. Furthermore, the Association believes that members should be aware of the NEA Code of Ethics. (June 2015)

### **G-2 Teacher Certification**

The NSEA supports the legal requirement that all Nebraska professional educators shall be certificated by the State of Nebraska in order to practice the profession of teaching within the state, and that such certification be granted only after successful completion of a prescribed course of study in a teacher-training institution accredited by the State Board of Education and the Council for the Accreditation of Educator Preparation. (June 2016)

### **G-3 Certification Fee**

The NSEA believes that the fees assessed for teaching certificates should finance the cost of issuing those certificates. The operation of the Professional Practices Commission and the State Department of Education should be funded by the Legislature. (June 2015)

### **G-4 Professional Educator Specialization**

The NSEA believes professional educators should be assigned classroom responsibilities only in their areas of specialization or training.

Furthermore, the Association believes that when a teacher shortage exists, the State of Nebraska should grant K-12 teacher certification only to individuals who have received appropriate educational training in their respective fields of education. (June 2015)

### **G-5 School Accreditation**

The NSEA believes superior educational opportunities for all Nebraska students can best be provided through quality standards of school accreditation. In each accredited school, one-half of the teaching faculty members shall have a minimum of a Master’s Degree or its equivalent. (June 2015)

### **G-6 Early Childhood Education**

The NSEA supports fully accredited early childhood programs for all children, taught by certificated professionals. (June 2015)

### **G-7 Coordination of Higher Education Programs**

The NSEA supports coordination of higher education programs within the state. (June 2015)

### **G-8 Screening/Selecting Policies**

The NSEA believes college instructors who teach education courses should have successful accredited school teaching experience in the areas for which they prepare others. The NSEA also believes that more selective policies should be implemented for admittance into teacher education programs with systematic monitoring conducted throughout prospective teachers’ training. (June 2015)

## ■ Unite Educational Employees for Effective Citizenship

---

### **H-1 Political Rights**

The NSEA believes all educational employees have the right and the responsibility to be politically active citizens. (June 2015)

### **H-2 The Education Employee as a Citizen**

The NSEA believes that every education employee has the right and obligation to be an informed and politically active citizen. The Association also believes that, as private citizens, education employees have the right to express their personal viewpoints in public without fear of censorship or intimidation. The Association supports voter education to alert voters to voting laws and procedures and key political issues. The Association also supports written governing board policies to guarantee education employees their political rights. The Association further believes that local government units should be prevented from restricting the right of education employees to run for any elective office. Provisions should be made to enable education employees to serve in public office without curtailment of annual increments, tenure, retirement, or seniority rights, or to carry out jury duty without personal financial loss.

The Association believes that it is the duty and responsibility of education employees to involve themselves in the selection, election, and reelection of qualified, committed candidates who support legislation and policies that will provide quality education. Therefore, the Association urges its members to become politically involved and to support the political action committees of the Association and its affiliates. (June 2017)

### **H-3 The Right to Vote**

The NSEA recognizes the right to vote as a constitutional right guaranteed to all eligible citizens. The Association supports the continued maintenance of the provisions of the Voting Rights Act of 1965.

The Association also supports voting and absentee provisions that are accessible, simplified, accurate, reliable, and verifiable for all elections and further supports election procedures that provide for open, fair, secure, and publicly verifiable ballot counting.

The Association opposes all actions that encourage or result in voter disenfranchisement. The Association supports voter education programs and uniform registration requirements without restrictive residency provisions or restrictive identification requirements. (June 2017)

### **H-4 Member Involvement in Community Organizations**

The NSEA encourages its members to become involved in community organizations and to influence those organizations to address issues of common concern to their local, state, and national education associations. (June 2017)

### **H-5 Participation in Professional Associations**

The NSEA believes that an education employee has the right and responsibility to participate fully in professional associations. Policies adopted by governing boards should provide



release time without loss of pay to education employee fulfilling leadership responsibilities or attending professional meetings. Release time should be equitably provided to all education employees, without harassment and without preference given to educational position. (June 2017)

### **H-6 Arbor Day**

The NSEA believes all Nebraskans should take pride in Arbor Day. The Association encourages its members to work for and promote activities in their local communities on Arbor Day. (June 2015)

## **■ Promote and Protect Human and Civil Rights**

---

### **I-1 Racism, Sexism, Sexual Orientation, and Gender Identification Discrimination**

The NSEA believes in the equality of all individuals. Discrimination, stereotyping and harassment based on such factors as race, gender, sexual orientation, gender identification, disability, ethnicity, immigration status, occupation, and religion must be eliminated. (June 2016)

### **I-2 American Indian/Alaskan Native Education**

The NSEA recognizes that the complex and diverse needs of American Indian/Alaska Native children require the direct involvement of parents/guardians, Native educators, tribal leaders, and other Native groups in developing programs that preserve the rich heritage of their cultures. The Association believes that funding for American Indian/Alaska Native education must provide for improvements. The Association supports the movement toward self-determination by American Indians/Alaska Natives provided that such programs are voluntary. Any termination of federal support as either a direct or an indirect result of efforts to extend self-determination is opposed. The Association believes in efforts that provide for:

- (a) Involvement and control of the education of American Indian/Alaska Native students by their parents/guardians, communities, and educators.
- (b) Opportunities for higher education for all American Indian/Alaska Native students through direct governmental assistance in graduate and undergraduate programs.
- (c) Involvement of American Indians/Alaska Natives in lobbying efforts for federal programs.
- (d) Protection and maintenance of the integrity of American Indian/Alaska Native families and their tribal cultures so that, if a child has to be removed from his or her home, placement should be determined by the child's tribe.
- (e) Recognition of American Indian/Alaska Native educators as role models.
- (f) Involvement of American Indians/Alaska Natives in professional development programs dealing with cultural pluralism and Native values.

- (g) American Indian/Alaska Native involvement in developing multicultural learning centers at higher education institutions.
- (h) English proficiency programs that are designed to meet the language needs of American Indian/Alaska Native students.
- (i) Instruction in treaty rights and traditional hunting, fishing, and gathering practices by American Indians/Alaska Natives.
- (j) Assistance to affiliates in meeting the educational needs of American Indian/Alaska Native students.
- (k) Coordination with American Indian/Alaska Native organizations and concerned agencies that promote the values, heritage, language, culture, and history of American Indian/Alaska Native peoples.
- (l) Dissemination of information and programs that include the values, heritage, language, culture, and history of American Indians/Alaska Natives.
- (m) Control of Native lands by American Indians/Alaska Natives.
- (n) Protection of undergraduate and graduate ethnic studies programs at universities and community colleges, and course offerings at the high school level. (June 2016)

### **I-3 Asian and Native Hawaiian or Other Pacific Islander Education**

The NSEA recognizes that the complex and diverse needs of Asian and Native Hawaiian or other Pacific Islander children require the direct involvement of Asian and Native Hawaiian or other Pacific Islander educators, parents/guardians, and community leaders in the development of programs that preserve the rich heritage of their cultures. The Association believes in efforts that provide for the:

- (a) Preservice and continuing education of teachers.
- (b) Development of curriculum and instructional materials and programs, including English proficiency programs that are designed to meet the language needs of Asian and Native Hawaiian or other Pacific Islander students.
- (c) Education of Asian and Native Hawaiian or other Pacific Islander adult refugees.
- (d) Dissemination of programs and information that include the values, heritage, language, culture, and history of Asian and Native Hawaiian or other Pacific Islanders.
- (e) Recognition of Asian and Native Hawaiian or other Pacific Islander educators as role models.
- (f) Protection of undergraduate and graduate ethnic studies programs at universities and community colleges, and course offerings at the high school level.

The Association encourages opportunities to preserve, promote, and perpetuate Asian and Native Hawaiian or other



Pacific Islander heritage and culture. (June 2016)

#### **I-4 Black American Education**

The NSEA recognizes that the complex and diverse needs of Black American children require the direct involvement of Black American educators, parents/guardians, community leaders, and groups to assure the development of adequate and equal educational programs. The Association believes that the infusion of Black studies and/or Afrocentric curricula into the instructional program acknowledges the contributions of African Americans to history and Africa as an integral part of world history. The Association also believes that these curricula must show a correlation among social, historical, political, and economic developments and events regarding Africa, African-Americans, Europeans, and their descendants worldwide. The Association further believes in efforts that provide for:

- (a) The preservation of Black heritage and culture.
- (b) Funding of scholarships to facilitate the entry of Black students into the teaching profession.
- (c) Recognition of Black educators as role models.
- (d) Recruitment, hiring, retention, and promotion of Black educators, especially Black males at all levels of the education profession.
- (e) Involvement of Black educators in developing educational materials used in classroom instruction.
- (f) English proficiency programs in the regular instructional process for those Black students experiencing difficulty with standard English.
- (g) Programs that address the alarming dropout rate among Black male students and the disproportionate teen pregnancy rate among Black female students and encourage continued education, thereby increasing their participation in the work force.
- (h) Development of athletic programs that promote educational excellence, not just athletic power.
- (i) Opposition to the re-segregation of the public schools through special classes, or through overrepresentation in special education programs and underrepresentation in gifted programs.
- (j) Opposition to the re-segregation of public schools through overrepresentation and/or underrepresentation in charter schools.
- (k) Dissemination of information and programs that include the values, heritage, language, culture, and history of Black Americans.
- (l) Protection of undergraduate and graduate ethnic studies programs at universities and community colleges, and course offerings at the high school level. (June 2016)

#### **I-5 Hispanic Education**

The NSEA recognizes that the complex and diverse needs of Hispanic children require the direct involvement of His-

panic educators, parents/guardians, and community leaders in developing programs that meet the cultural, language, and learning characteristics of these children. The Association believes in efforts that provide for:

- (a) Programs establishing appropriate educational opportunities for Hispanic students.
- (b) Grants and scholarships for higher education that will facilitate the recruitment, entry, and retention of Hispanics.
- (c) Recognition of Hispanic educators as role models.
- (d) Hiring, promotion, and retention of Hispanic educators at all levels of the education profession.
- (e) Recruitment, training, employment, and retention of bilingual, bicultural, and culturally competent teachers, counselors, and other professional and support staff to meet the needs of Hispanic students.
- (f) English proficiency programs that are designed to meet the language and cultural needs of Hispanic students.
- (g) Dissemination of information and programs that include the values, heritage, language, culture, and history of Hispanics.
- (h) Assistance to affiliates in meeting the educational needs of Hispanic students.
- (i) English proficiency programs that are designed to meet the needs of Hispanic students.
- (j) Involvement of Hispanics in lobbying efforts for federal programs.
- (k) Involvement of Hispanic educators in developing educational materials used in classroom instruction.
- (l) Coordination with Hispanic organizations and concerned agencies that promote the values, language, culture, and history of Hispanics.
- (m) Involvement of Hispanics in professional development programs dealing with cultural pluralism and Hispanic values.
- (n) Opposition to the re-segregation of the public schools through overrepresentation in special education programs and underrepresentation in gifted programs.
- (o) Opposition to the re-segregation of the public schools through overrepresentation and/or underrepresentation in charter schools.
- (p) Programs that address the alarming dropout rates of male students and the disproportionate teen pregnancy rate of Hispanic female students and encourage continuing education.
- (q) Protection of undergraduate and graduate ethnic studies programs at universities and community colleges, and course offerings at the high school level.

The responsibility for developing and implementing programs for Hispanic children should be realized by state and local agencies, regardless of the availability of federal funds. (June 2016)

#### **I-6 Human Relations Training for Educational Employees**

The NSEA believes in the inclusion of human relations training as part of teacher education programs in Nebraska colleges and as a requirement for certification for teachers or administrators. The NSEA further believes that all educational employees should receive human relations training. (June 2015)

#### **I-7 Minority Designated Scholarships**

The NSEA supports scholarships for higher education that will facilitate the recruitment, entry, and retention of minority students.

The NSEA also supports the right of an institution, organization, or individual to designate or accept donations for scholarships meant specifically for minorities.

The NSEA opposes changes in criteria for scholarships specifically for minorities that would allow non-minority students to be eligible for these scholarships. (June 2015)

#### **I-8 Organized Prayer in Public Schools**

The NSEA opposes any constitutional amendment that provides for organized prayer and/or prayer time in the public school environment. (June 2015)

#### **I-9 The Issue of Abortion**

The NSEA has no position on abortion. (June 2015)

#### **I-10 Weapons Freeze**

The NSEA believes all nations should adopt a verifiable freeze on the testing, production and deployment of nuclear and chemical weapons, and all delivery systems. (June 2015)

#### **I-11 Care and protection of Persons with Behavioral/Mental Health Disorders**

The NSEA believes that it is society's responsibility to provide quality care for persons who have behavioral/mental health disorders. Such persons should have access, as needed, to diagnosis, primary hospital care, outpatient services, necessary medication, social services, and housing in the least restrictive environment. Financial assistance for such care should be based upon the ability of the individual to pay.

The Association also believes that individuals with behavioral/mental health disorders who have committed criminal offenses should receive all diagnostic and/or psychological services that meet their needs and guarantee their right not to be abused while incarcerated.

The Association further believes that individuals with behavioral/mental health disorders should not be subject to capital punishment.

#### **I-12 Use of Prejudicial Terms and Symbols**

The NSEA believes prejudice is deplorable and the use of names, symbols, caricatures, emblems, logos, and mascots that promote prejudice should be discontinued.

## **■ Obtain for its Members the Benefits of an Independent, United Education Profession**

---

#### **J-1 Professional Associations**

The NSEA believes that an independent and professional organization is vital to its members and affiliates. This independence must be safeguarded in any alignments with other organizations. The Association also believes that the unified effort of a professional organization promotes the interest of its members and advances a strong, healthy, educational environment. (June 2015)

#### **J-2 Membership Participation**

The NSEA believes that every member has the right and obligation to participate fully in the Association. The opportunity to participate should be without fear, intimidation or retribution. (June 2015)

#### **J-3 Minority Participation in the Association**

The NSEA believes that there should be ethnic minority participation at every phase of governance and on all decision-making levels of the Association.

Ethnic minorities should be included as candidates for positions at all levels. The Association should promote minority participation in program development and should employ minorities and women in staff positions consistent with Association affirmative action policies.

The Association also believes that its affiliates should maintain a commitment to organizational policies and programs that promote the training and involvement of ethnic minorities at all levels of the organization.

The Association further believes that there is a need for systematic evaluation of ethnic minority participation at all levels. (June 2017)

#### **J-4 Student Member Participation**

The NSEA believes that eligible students should have the opportunity to join the Association. The Association also believes that students should be encouraged to participate in the Association at the local, state and national levels. Pre-professional and leadership training should be priorities.

The Association further believes that its members should promote membership to all eligible students, including student teachers in members' classrooms, and provide opportunities for community outreach, professional development, and political action.

The Association believes that state affiliates should facilitate the establishment of student chapters in all higher education institutions that offer teacher preparation programs.

The Association also believes that local and state affiliates should collaborate with student programs in order to facilitate the transition from student to professional membership status within the Association so that Student members become involved in the activities and leadership pathways of the professional Association and its affiliates. (June 2017)

### **J-5 Promotion of Teaching as a Career Choice**

The NSEA supports the establishment of organizations involving students interested in the field of education as a profession. The Association believes that its state and local affiliates should promote the establishment of such organizations at all age levels and encourage its members to serve as advisers.

The Association also believes that state and local affiliates should strive to build cooperative relationships and partnerships with government, business, and community lead-

ers to promote the field of education as a profession and as a vital role in every community. (June 2017)

### **J-6 Retired Member Participation**

The NSEA believes that retired members are valuable assets whose expertise should be utilized at the national, state, and local levels.

The Association also believes that its members should promote membership in the Retired Program to all eligible members. (June 2017)

---

# **BYLAWS: STUDENT EDUCATION ASSOCIATION OF NEBRASKA**

---

## **■ Article I: Name, Purpose**

---

**SECTION 1.** The name of this association shall be the Student Education Association of Nebraska, hereinafter referred to as SEAN. SEAN shall be affiliated with the National Education Association (NEA) through the NEA Student Program (NEA-SP) and with the Nebraska State Education Association (NSEA).

### **SECTION 2. Purpose.**

(a) The purposes of NEA-SP shall be:

1. To develop an understanding of the education profession within prospective educators.
2. To provide a united student voice in matters affecting their profession.
3. To influence the conditions under which prospective educators are prepared.
4. To advance the interests and welfare of students preparing for a career in education.
5. To forward the aim of quality education.
6. To promote and protect human and civil rights.
7. To stimulate the highest ideals of professional ethics, standard and attitudes.

(b) The purposes of SEAN shall be:

1. To develop a state organization of SEAN chapters fostered by the NEA and the NSEA for the promotion and development of professional attitudes among students preparing to enter the teaching profession.
2. To interest capable men and women in teaching as a career by:
  - a) Encouraging a careful, selective standard for persons admitted to approved programs of teacher education.

- b) Positively influencing the way in which prospective educators are prepared.
- c) Striving for improved conditions under which teachers work and students learn.
- d) Developing among future educators, an understanding of the teaching profession through participation in professional activities.
- e) Informing future educators of the history, ethics, organization, policies and programs of local, state and national education associations.
- f) Giving students preparing to teach practical experience working together with local, state and national education associations on problems concerning education.

### **SECTION 3. Governance**

- (a) SEAN shall be governed by its Bylaws and Standing Rules, and other actions as mandated by the Delegate Assembly that are consistent with these Bylaws.
- (b) SEAN may pursue objectives that are consistent with the stated purposes of NEA, NEA-SP and NSEA.

## **■ Article II: Membership**

---

### **SECTION 1. Eligibility**

- (a) SEAN membership shall be composed of students at the undergraduate or graduate level, who are members in good standing of a recognized chapter of SEAN, where available. SEAN membership is not available to anyone currently eligible for active NEA membership.
- (b) SEAN shall not deny membership on the basis of race, creed, national origin, age, or gender identity and expression.



## **SECTION 2. Membership within the NEA**

- (a) Members of SEAN shall be recognized as members of the NEA-SP with the attending rights and privileges, provided they are recognized as members of SEAN by their respective college chapters, where available.

## **SECTION 3. Membership within the NSEA**

- (a) SEAN members shall be recognized as student members of NSEA and have all privileges of student membership, provided they are recognized as members of SEAN and their respective college chapters, where available.

## **SECTION 4. Membership and Fiscal Year**

- (a) The membership and fiscal year of SEAN shall concur with the NSEA membership and fiscal year, September 1 through August 31 each year.

## **SECTION 5. Dues**

- (a) The SEAN Executive Committee shall recommend the annual state dues to the Delegate Assembly each year.
- (b) The dues amount shall be recommended by the SEAN Executive Committee to the NSEA Board of Directors, which sets dues for all categories of NSEA membership. Local chapter and national dues will be in addition to state dues.

## **SECTION 6. Code of Ethics**

- (a) SEAN members shall adhere to the Code of Ethics of the Education Profession.

# **Article III: Chapter Affiliation**

---

**SECTION 1.** Affiliation shall mean a relationship based on a reciprocal contractual agreement between NEA, NSEA and a local chapter and shall continue until a local or state association withdraws or is disaffiliated.

## **SECTION 2. Minimum Standards for Affiliation**

- (a) The affiliate shall conduct all elections with open nominations and a secret ballot, unless the candidate is unopposed, in which case the candidate may be declared elected by acclamation.
- (b) The affiliate shall require unified membership in NEA, NSEA and SEAN.
- (c) The affiliate shall have the same membership and fiscal year as SEAN and NSEA.
- (d) The Constitution, Bylaws, Standing Rules or other governing documents of the affiliate shall be compatible with the Bylaws of the state association.

- (e) The affiliate shall apply the one person-one vote principle for representation to those governing bodies, which elect NEA-SP representatives, and the affiliate shall strive for involvement of ethnic minorities in SEAN.

**SECTION 3.** Procedure for Affiliation. A chapter seeking affiliation shall file a written application, including copies of its governance documents with the SEAN President. The SEAN Executive Committee shall act on the application at its first official meeting after the date of filing.

## **SECTION 4. Local Chapter Affiliation**

- (a) Local chapters may be chartered at institutions offering four years or more of college work provided that the institutions meet either of the following criteria:
  - 1. They are accredited by the National Council for Accreditation of Teacher Education (NCATE) and approved for teacher education by the appropriate state department of education; or
  - 2. They are accredited by the appropriate regional association and approved for teacher education by the State Department of Education.
- (b) Local chapters may be chartered at institutions offering at least two, but less than four, years of college work, provided that the institutions meet either of the following criteria:
  - 1. They are accredited by the appropriate regional association; or
  - 2. They are recommended by the state legal agency responsible for approving such institutions, provided the graduates of such institutions can be admitted to an NCATE-accredited institution with advanced standing.
- (c) Potential chapters shall be granted a one year probationary period in which to reach minimum standards for affiliation.
- (d) Each local chapter will submit to their region representative a monthly report consisting of its meeting format, activities and planned programs, to be used for the SEAN newsletter.

# **Article IV: State Officers**

---

## **SECTION 1. Executive Committee Composition**

- (a) The state officers shall be President, President-Elect and Secretary.
- (b) Regional Representatives from each SEAN Region (Metro, Northeast, Southeast, Western) shall be elected as members of the Executive Committee. Regional Representatives will be elected from each region's delegation, by del-

egates from each region, at Delegate Assembly.

- (c) An Underclass Representative, a freshman or sophomore at the time of election at Delegate Assembly, shall also serve on the Executive Committee.
- (d) A candidate for Outreach to Teach coordinator shall apply to and be appointed each year by the Executive Committee to a term of one year. The candidate must be from the region of the upcoming Outreach to Teach site. Outreach to Teach will rotate among regions in this order: Metro, Northeast, Southeast, Western.
- (e) Students appointed or elected to an NEA national committee or office shall be included as an ex-officio member of the Executive Committee without voting privileges, and duties assigned and determined by the Executive Committee.
- (f) Liaisons from NSEA active shall be included as ex-officio members of the Executive Committee without voting privileges.

**SECTION 2. Election.** The President, President-Elect, Secretary and Underclass Representative shall be elected by a majority vote of delegates at Delegate Assembly, to be held in the spring of the year. Voting delegates shall elect representatives from each of the four regions. Beginning in 2016, and continuing from that time forward, there will not be an election for President as the President-Elect will ascend to the presidency.

**SECTION 3.** Notice of elections for state office will be communicated to SEAN chapter advisors and SEAN members in the Fall semester each year. Candidates will complete and submit a candidate application form no later than 30 days prior to Delegate Assembly. After receipt of all application forms, candidate biographies will be shared with all members by email one week prior to Delegate Assembly.

**SECTION 4. Term of Office.** Officers shall assume duties on August 1 following the Delegate Assembly at which they are elected and shall serve a term of one year. The existing Executive Committee shall assist the newly elected Executive Committee through a transitional meeting prior August 1.

**SECTION 5. Eligibility.** To be eligible for office or an Executive Committee position, a candidate must be:

- (a) An undergraduate or a graduate student enrolled in an accredited institution. The President-Elect shall be a student with at least four semesters of study remaining at the time of election. The Underclass Representative shall be a freshman or sophomore at the time of election.
- (b) Preparing for a career related to PK-20 education.
- (c) A unified member of SEAN 30 days prior to Delegate Assembly.
- (d) In good standing with their local chapter.

## **SECTION 5. Duties**

(a) The duties of the President shall be:

1. To preside at all SEAN Executive Committee meetings, as well as at Delegate Assembly.
2. To appoint committees, make specific assignments of Executive Committee members, and appoint appropriate observers to NSEA committees, with the advice and consent of the Executive Committee.
3. To accept responsibilities and commitments requested by NEA, NEA-SP, NSEA and SEAN.
4. To be responsible for contacting each chapter in the state periodically during the year.
5. To be spokesperson-at-large for SEAN.
6. To serve as a member of and regularly attend meetings of the NSEA Board of Directors.
7. To be representative to NEA-SP national meetings.

(b) The duties of the President-Elect shall be:

1. To assume presidential responsibilities in the absence of the President.
2. To share the responsibilities of contacting chapter affiliates on a regular basis.
3. To act as State Membership co-chair with the Underclass Representative.
4. To serve as an observer to one of the NSEA ad hoc committees, if so appointed by the SEAN president.
5. To maintain social media sites in collaboration with the Underclass Representative.
6. To work with NSEA Communications to publish and distribute a quarterly newsletter to advertise chapter, state and national activities (See also Article VI, Sec. 4. f.).
7. To carry out duties as assigned by the President.

(c) The duties of the Secretary shall be:

1. To keep minutes of all Executive Committee meetings and to distribute those minutes to all chapters within 15 days of each meeting.
2. To keep a list of all chapter officers and sponsors.
3. To distribute information to the chapters at the President's request.
4. To keep in touch with the NEA-SP and secure information for the chapters that the President deems advisable.

5. To record the proceedings of the SEAN Delegate Assembly and submit such proceedings to the SEAN advisor not later than 30 days after the close of Delegate Assembly.
6. To serve as an observer to NSEA ad hoc committees if so appointed by the SEAN President.
7. To send the SEAN Executive Committee meeting proposed agenda through e-mail to all chapter presidents a week prior to the meeting date.
8. To perform other duties as directed by the President.

(d) Duties of the Underclass Representative are:

1. To represent the views and interests of underclass SEAN members during meetings of the Executive Committee.
2. To keep a digital portfolio of SEAN activities including pictures, fliers and memorabilia.
3. To co-chair the membership committee with the SEAN President-Elect.
4. To maintain social media sites in collaboration with the SEAN President-Elect.
5. To perform other duties as directed by the state President and Executive Committee.

**SECTION 6. Vacancy**

(a) In the event any state officer cannot perform his/her duties, or is seen to be unfit to perform his/her duties:

1. A written list of grievances must be presented to the Executive Committee and the officer in question by any member or members of SEAN.
2. The officer so charged shall have the right to appear, with counsel, before the Executive Committee to respond and present their case within 30 days of notification of grievances.
3. After the designated 30 days, a majority vote of the Executive Committee is required to remove the charged officer.

(b) When an office is vacated during a term of office:

1. In the event of a vacancy in the office of the President, the President-Elect shall assume the duties and authority of that office for the remainder of the term.
2. In the event of a vacancy in the office of the President-Elect, the Secretary shall assume the duties and authority of that office for the remainder of the term.
3. In the event of a vacancy in the office of the Secre-

tary, a member of the Executive Committee shall be appointed to assume the duties and authority of that office for the remainder of the term. The Executive Committee shall elect the replacement.

4. In the event of a vacancy in the office of Regional Representative or Underclass Representative, the President will notify chapters of the vacancy. Chapters will nominate freshman or sophomore candidates. The Executive Committee will elect the new Representative.
5. In the event of a vacancy, an officer has the right to decline succession to higher office.

## ■ Article V: Regions

---

SEAN membership shall be divided into the following regions: Metro, Northeast, Southeast, Western.

## ■ Article VI: Executive Committee

---

**SECTION 1.** The Executive Committee shall be composed of the three elected state officers, one representative from each of SEAN's four regions, and an Underclass Representative.

**SECTION 2.** The duties of Regional Representatives shall be:

- (a) To represent each region at the state level.
- (b) To provide direct assistance in chapter membership drives.
- (c) To foster communication with SEA chapters in their region by contacting either the chapter president or advisor by e-mail or telephone once a month.
- (d) To serve as an advisor to NSEA ad hoc committees if so appointed by the SEAN president.
- (e) To attend and/or report at the NSEA governance district meetings within the region in which the representative was elected.
- (f) To collect and present regional chapter activity reports at each SEAN Executive Committee meeting. Reports shall be sent to NSEA's staff advisor and SEAN Executive Officers prior to each meeting.

**SECTION 3.** Duties of Outreach to Teach coordinator shall be:

- (a) To work in collaboration with the selected school district and the SEAN Executive Committee to plan and execute Outreach to Teach.
- (b) To act as spokesperson and the main contact between the selected school district and the SEAN Executive Committee throughout Outreach to Teach.



- (c) To coordinate the selection process for the next Outreach to Teach.

**SECTION 4.** The duties of Executive Committee shall be:

- (a) To administer the policies and priorities of SEAN.
- (b) To serve in the planning, coordinating and work of all state meetings and leadership conferences.
- (c) To coordinate regional meetings.
- (d) To attend and/or report at NSEA governance district meetings.
- (e) In the event the president cannot attend the NSEA Board of Directors meeting, there will be representation from the SEAN Executive Committee.
- (f) To assist the president-elect in publication of a newsletter four times a year, in an endeavor to advertise chapter, state and national activities to potentially increase membership. The newsletter shall be published in September, December, February and April.
- (g) To be available to attend officer meetings, trainings, SEAN conferences and SEAN Delegate Assembly.

**SECTION 5.** An absence by a state Executive Committee member from two state Executive Committee meetings will constitute a vacancy in that position.

## **■ Article VII: Procedural Rules, Voting**

**SECTION 1.** Meetings will be conducted in accordance with the most recent revised edition of Robert's Rules of Order.

**SECTION 2.** Voting

- (a) At Executive Committee meetings, each member of the committee shall have one vote.
- (b) Required votes for all measures shall be a simple majority unless otherwise specified in the Bylaws.
- (c) Delegate Assembly votes will be allotted in this manner:
  1. Each chapter with at least three (3) active members on the NSEA membership roles as of March 1 of the association year or thirty (30) days prior to Delegate Assembly will be entitled to at least three (3) voting delegates.
  2. In addition to the three (3) delegates, each chapter will have one (1) delegate for each twenty (20) members (or major fraction thereof).
  3. Any SEAN member is eligible to serve as a delegate.
  4. Delegates shall be determined by election from each local chapter.

- (d) Members of the SEAN Executive Committee shall be ex-officio voting delegates.

**SECTION 3.** Quorum. A quorum for any SEAN meeting shall mean a simple majority of members present and voting.

**SECTION 4.** Election of state officers.

- (a) The election of all officers, state and regional, shall occur at Delegate Assembly.
- (b) Each prospective candidate for state office shall be formally nominated from the floor at SEAN Delegate Assembly.
- (c) Elections shall be held in descending order by rank.
- (d) Prospective candidates may file for no more than two state office positions at any one Delegate Assembly.
- (e) If no candidate receives a majority of votes, a run-off election shall be held between the two candidates with the most votes.

**SECTION 5.** Election of Regional Representatives.

- (a) Each region shall elect, during the regional meeting at Delegate Assembly, a Regional Representative to serve as a member of the SEAN Executive Committee.
- (b) Each delegate will be limited to one vote during elections of Regional Representative.

**SECTION 6.** Duties of delegates to Delegate Assembly:

- (a) To set SEAN goals and objectives for the following year.
- (b) To establish the SEAN policies and Bylaws.
- (c) To approve the annual SEAN dues.
- (d) To elect the state Executive Committee.
- (e) To elect delegates to the NSEA Delegate Assembly (number of delegates decided by NSEA Bylaws).

**SECTION. 7.** Copies of the minutes of the Delegate Assembly shall be sent to each chapter within sixty (60) days of the Delegate Assembly.

## **■ Article VIII: Meetings**

**SECTION I.** NEA Representative Assembly

- (a) SEAN delegates to the NEA Representative Assembly shall be selected in accordance with NEA policy.
- (b) Any SEAN member is eligible to serve as a delegate to the NEA Representative Assembly.

- (c) The delegate(s) shall be elected by an every member ballot after SEAN Delegate Assembly.

#### **SECTION 2.** NEA-SP National Meeting

- (a) The newly elected SEAN President-Elect shall be a representative to the annual NEA Student Program meeting.
- (b) SEAN delegates to the NEA Representative Assembly shall serve as delegates to the NEA-SP National meeting.

**SECTION. 3.** State and Regional Meetings. These meetings will be held annually in accordance with the recommendation of the Executive Committee.

## **Article IX: Amendments**

**SECTION 1.** Amendments to these Bylaws may be proposed by any chapter or the state Executive Committee and shall be made available to chapter officers prior to the Delegate Assembly at which the vote will be taken. This restriction may be waived by a three-fourths (3/4) vote of delegates at the Delegate Assembly.

**SECTION 2.** Amendments to these Bylaws shall be adopted by an affirmative vote of two-thirds (2/3) of the voting delegates at Delegate Assembly.

**SECTION 3.** Amendments to these Bylaws may be considered at Delegate Assembly.

# **BYLAWS: EDUCATION SUPPORT PROFESSIONALS COMMITTEE**

## **Article I: Purpose and Creation**

The purpose of the Education Support Professionals (ESPs) Committee is to promote respect and understanding of ESPs and advocate for ESPs to be involved in Association activities. The Committee shall plan and implement programs that promote: Advocating for the rights and needs of ESPs; Recruiting ESP members; Recruiting ESP leaders; Training ESP leaders; Facilitating communication among ESP members.

All NSEA members are encouraged to participate in the activities and programs of the Committee.

The NSEA Board of Directors created this Committee to address issues concerning ESPs. The length of existence of the Committee will be determined by the NSEA Board.

## **Article II: Committee Members, Offices**

**SECTION 1.** Up to ten (10) ESPs and up to five (5) teachers shall be appointed by the NSEA President to At-large Committee Member positions. There shall be no more than one teacher and one ESP per school district allowed to be appointed to the At-large positions. In addition, all NSEA district ESP representatives will be members of this Committee.

**SECTION 2.** The Officers of the organization shall be Chair, Vice Chair, Secretary/Treasurer, and Communications Specialist. The Chair shall be appointed by the NSEA President. The Vice Chair, Secretary/Treasurer, and Communications Specialist shall be elected at the first Executive Committee meeting from those who are members of the Committee.

**SECTION 3.** All NSEA ESP members shall be eligible to become Officers of the committee.

## **Article III: Executive Committee**

**SECTION 1.** The Executive Committee shall consist of the Officers and At-large Committee Members.

**SECTION 2.** The At-large Members of the Executive Committee shall be appointed by the NSEA President. Executive Committee Members will be appointed on a rotating basis, with a portion appointed each year.

**SECTION 3.** Interim vacancies of the At-large positions shall be filled by appointment by the NSEA President. Such appointment shall extend to the next regular appointment time, at which time a person may be appointed for the unexpired term.

**SECTION 4.** The Chair shall call meetings of the Executive Committee. The Executive Committee will meet four times during the Association year. Should a quorum not be able to attend, the meeting shall be canceled by the Chair.

**SECTION 5.** Duties of the Executive Committee shall be to:

- Monitor the progress of the state and local associations in meeting the goals of the ESP Involvement Plan.
- Prepare an Annual Report on ESP involvement for the NSEA Board.
- Plan goals and activities for each Association year consistent with the purpose of the Committee.
- Prepare and submit an annual budget to the NSEA Board of Directors for its approval.
- Identify ESP concerns and propose appropriate policy, resolution, and/or NSEA bylaw changes.
- Represent and promote the activities of the ESP Committee to all NSEA districts.

**SECTION 6.** The position of any officer or appointed representative shall be declared vacant immediately after the second absence, during a term, from any regularly sched-

uled ESP Committee meeting unless the individual has given prior notice to an officer of the Executive Committee.

**SECTION 7.** Members of the Committee who receive training provided by the Association shall submit a report to the Executive Committee.

## ■ Article IV: Elections

---

**SECTION 1.** The officers (Vice-Chairperson, Secretary/Treasurer and Communications Specialist) shall be elected at the first meeting of the Executive Committee from the group comprising the membership of the Executive Committee.

**SECTION 2.** If a vacancy should occur, notice shall be sent to all the members of the executive Committee at least thirty (30) days prior to the next meeting of the executive Committee, if feasible. At which time, all Executive Committee Members present shall have the opportunity to vote by secret ballot for the candidate of his/her choice for each vacant position.

**SECTION 3.** Candidates for offices may:

- (a) Indicate their interest in running for an office OR
- (b) Be nominated from the floor by another executive Committee Member who is an ESP.

**SECTION 4.** Elections of Officers shall be consistent with the NSEA election policies and procedures, where applicable.

## ■ Article V: Duties of the officers

---

**SECTION 1.** The Chair shall:

- (a) Preside over all general membership meetings.
- (b) Call and preside at meetings of the Executive Committee.
- (c) Appoint any sub-committees needed.
- (d) Be the official spokesperson for the Committee in communications with the NSEA Board of Directors, Officers, staff, and members.

**SECTION 2.** The Vice Chair shall:

- (a) Act as presiding officer at the request of or in absence of the Chair.
- (b) Assist the Chair in his/her duties, as requested.
- (c) Assume duties as assigned by the Executive Committee.

**SECTION 3.** The Secretary/Treasurer shall:

- (a) Prepare official minutes of all Executive Committee and general meetings and submit them to the Executive Committee, NSEA District Presidents, and NSEA Officers.
- (b) Coordinate all finances for the Committee with the Treasurer/Comptroller of NSEA and give a financial report at each meeting or upon the request of the Chair.

**SECTION 4.** The Communications Specialist shall:

- (a) Prepare and send appropriate correspondence as directed by the Executive Committee.
- (b) Work with NSEA staff to help keep the ESP portion of the NSEA Web site up to date with current ESP information.

## ■ Article VI: Amendments to Bylaws

---

**SECTION 1.** Bylaws may be amended by submitting proposed changes to the NSEA Board of Directors.

## ■ Article VII: Parliamentary Authority

---

**SECTION 1.** Roberts Rules of Order, Newly Revised, shall govern the proceedings of the organization.

## ■ Article VIII: Expense Reimbursement

---

**SECTION 1.** Requests for reimbursement of expenses shall be on an NSEA voucher and shall be subject to the reimbursement policy of the NSEA Board of Directors.

---

# BYLAWS: ETHNIC MINORITY AFFAIRS COMMITTEE

## ■ Introduction

---

These bylaws recognize a change in the demographics of America's population. By 2020, the U.S. Census Bureau predicts that all Americans will belong to "minority groups" with 25 percent of the population of White/European descent, 25 percent of Hispanic descent, 25 percent of Black American descent, and 25 percent of Asian American descent. In addition the U.S. population includes a

number of Native Americans and increasingly contains many ethnic groups that speak a multitude of languages and come from diverse cultural backgrounds.

As our society becomes increasingly diverse, it is essential that the NSEA promote respect and understanding for our cultural diversity and embraces and constructively manage it.

An understanding of these profound social changes has



led to the restructuring of NSEA's Minority Affairs Committee and the revision of these bylaws. The name of the Committee has been changed to the Ethnic Minority Affairs Committee (EMAC). The purpose of the Committee has been redefined to reflect our new ethnic diversity. In addition, the relationship of the Committee to the NSEA Board, and Governance structure has been strengthened to reflect NSEA's ongoing commitment to achieve the purposes outlined in this document.

The new structure ensures that there will be an Ethnic Minority Affairs Committee member from each NSEA District. NSEA Districts are encouraged to involve members of Ethnic Minority Affairs Committee in the programs and activities of the District Association. This document, along with the revised Minority Involvement Plan, recognizes the role and obligation of every level of the Association, including NSEA Districts, to promote racial and ethnic understanding and involvement by meeting the objectives outlined in these respective documents.

## ■ Article I: Purpose

---

The purpose of the Ethnic Minority Affairs Committee is to promote respect and understanding of minority and ethnic groups and their involvement in Association activities. The Committee shall plan and implement programs that promote:

- (a) Minority leadership training.
- (b) Minority student achievement.
- (c) Respect of minority and ethnic cultural differences.
- (d) The recruitment of minority members to participate in NEA RA and other Association governance activities.
- (e) Policies related to issues of concern to minorities and ethnic groups by recommending policy to the NSEA Board of Directors.
- (f) Recruitment of minorities and ethnic groups into the teaching profession.

All NSEA members are encouraged to participate in the activities and programs of the Committee.

## ■ Article II: Membership

---

**SECTION 1:** The NSEA EMAC shall be open to any NSEA member who has self-identified as one of the NEA four identified racial minorities: Black, Hispanic, American Indian/Alaskan Native, and Asian/Pacific Islander.

## ■ Article III: Officers

---

**SECTION 1:** The general officers of the organization shall be Chair, Vice Chair and Secretary. The Chair shall be appointed by the NSEA President for a term of one year. The Vice Chair and Secretary shall be elected for terms of three years.

**SECTION 2:** Any active member of NSEA, in good standing and belonging to one of NEA's four identified racial minorities – Black, Hispanic, American Indian/Alaska Native, Asian/Pacific Islander – is eligible to serve as a general officer.

**SECTION 3:** Election of Vice Chair, Secretary, and two (2) representatives from each of the four identified minorities shall occur at the annual meeting.

## ■ Article IV: Executive Committee

---

**SECTION 1:** The Executive Committee shall consist of the general officers and two at-large representatives from each of the four identified racial minority groups.

**SECTION 2:** Qualifications for at-large representatives on the Executive Committee shall be the same as those specified in Article II, Section 2.

**SECTION 3:** Except for the chair, the at-large members of the Executive Committee shall be elected for three-year terms. Executive Committee members shall be elected on a rotating basis, with a portion elected each year.

**SECTION 4:** Interim vacancies of the at-large positions shall be filled by appointment by the NSEA President. Such appointment shall extend to the next regular election, at which time a person shall be elected for the unexpired term.

**SECTION 5:** In the event that an NSEA District has no elected Ethnic Minority Affairs Committee member, the NSEA President shall appoint, with recommendations from District presidents, an NSEA member from that District(s), to serve as a non-voting member of the Executive Committee.

**SECTION 6:** Meetings of the Executive Committee shall be called by the Chair. The Executive Committee shall meet four times during the Association year. Should a quorum not be able to attend any such meeting, the meeting shall be canceled by the Chair.

**SECTION 7:** Duties of the Executive Committee shall be to:

- (a) Monitor the progress of the state and local associations in meeting the goals of the Minority Involvement Plan.
- (b) Prepare an Annual Report on Minority Involvement for the NSEA Board.
- (c) Plan goals and activities for each Association year consistent with the purpose of the Committee.
- (d) Prepare and submit an annual budget to the NSEA Board of Directors for its approval.
- (e) Identify minority concerns and propose appropriate policy, resolution, and/or NSEA bylaw changes.
- (f) Represent and promote the activities of the Ethnic Minority Affairs Committee to their respective

NSEA District leadership.

**SECTION 8:** The position of any elected officer or at-large representative shall be declared vacant immediately after the second absence, during a term, from any regularly scheduled Ethnic Minority Affairs Committee meeting unless the individual has given prior notice to the chair of the Executive Committee.

**SECTION 9:** Members of the Executive Committee, who receive training provided by the Association, shall have an obligation to share that information or training with the NSEA membership.

## **Article V: Elections**

**SECTION 1:** With the exception of the Chair, which shall be appointed by the NSEA President, the general officers and at-large representatives shall be elected by secret ballot from the four NEA identified minority groups.

**SECTION 2:** Elections shall be held during the annual meeting of the Ethnic Minority Affairs Committee. Any NSEA member from one of the four NEA identified minority groups is eligible to vote at the annual meeting.

**SECTION 3:** Candidates for offices may:

- (a) File for office with the EMAC Chair one month prior to the annual meeting or;
- (b) Be nominated from the floor.

## **Article VI: Duties of General Officers**

**SECTION 1:** The Chair shall:

- (a) Preside at all general membership meeting.
- (b) Call and preside at meetings of the Executive

Committee.

- (c) Appoint any committees needed.
- (d) Be a delegate to the NEA Regional MLT.

**SECTION 2:** The Vice Chair shall:

- (a) Act as presiding officer at the request of or in absence of the Chair.
- (b) Assume duties as assigned by the Chair or Executive Committee.

**SECTION 3:** The Secretary shall:

- (a) Prepare official minutes of all Executive Committee and general meetings and submit them to the chair and membership.
- (b) Prepare appropriate correspondence as directed by the Chair.

## **Article VII: Amendments to Bylaws**

**SECTION 1:** Bylaws may be amended by submitting proposed changes to the NSEA Board of Directors.

## **Article VIII: Parliamentary Authority**

**SECTION 1:** Roberts Rules of Order, Newly Revised, shall govern proceedings of the organization not herein provided for.

## **Article IX: Expense Reimbursement**

**SECTION 1:** Requests for reimbursement of expenses shall be on an NSEA voucher and shall be subject to the reimbursement policy of the NSEA Board of Directors.

---

# **BYLAWS: NSEA HIGHER EDUCATION ACADEMY**

## **Article I: Name**

**SECTION 1.** The name of this statewide organization for higher education faculty, academic professionals, and education support professionals shall be the NSEA Higher Education Academy.

## **Article II: Purpose**

**SECTION 1.** The purpose of the Academy is to facilitate communication between all of the NSEA higher education members and locals in the state; to work with the NSEA Higher Education UniServ Director; to support NSEA in a

comprehensive and unified way; and to develop outreach and recruitment efforts for higher education faculty, academic professionals, and education support professionals across the state.

## **Article III: Boundaries**

**SECTION 1.** The NSEA Higher Education Academy encompasses all higher education locals of the NSEA and all higher education faculty, academic professionals, and education support professionals within the boundaries of the State of Nebraska.

## ■ Article IV: Membership

---

**SECTION 1.** The membership of the NSEA Higher Education Academy is composed of all higher education faculty, academic professionals, and education support professionals who are active members of the Nebraska State Education Association.

## ■ Article V: Officers, Terms of Office

---

**SECTION 1.** The officers are President, Vice-President, Secretary, Treasurer and three At-Large Membership Area Representatives: the Faculty Representative, the Academic Professional Representative, and the Education Support Professionals Representative. These seven officers of the NSEA Higher Education Academy shall compose the Academy Directorate.

**SECTION 2.** The term of office for all officers of the Directorate is three (3) years. The terms shall be staggered with the following provision, that with the initial election (Spring 2006) the terms of the Vice President, Treasurer, and the Faculty At-Large Membership Area Representative will be for two (2) years for this one time. Terms of office shall commence on August 1 of the year of election, with the following provision that with the initial election (Spring 2006) all officers will begin their terms immediately upon election.

## ■ Article VI: Officer Duties

---

**SECTION 1.** The President shall preside over meetings; appoint standing, special, and ad hoc committees; oversee and direct the activities of the Academy during the term of office; and maintain the Academy archive of essential documents. The President of the Academy serves as the Higher Education Representative on the NSEA Board of Directors. The President shall assume these duties in accordance with the Bylaws of the NSEA.

**SECTION 2.** The Vice-President shall serve as President in the absence of the President and shall become President in the case of vacancy. The Vice-President will also be responsible for carrying out such other duties as assigned by the President and/or the Directorate.

**SECTION 3.** The Secretary shall keep the minutes of regular, special, and executive committee meetings; shall be responsible for correspondence on behalf of the Academy; and shall give notice of all meetings to the members. The Secretary shall also maintain the Academy archive of essential documents.

**SECTION 4.** The Treasurer shall work with the NSEA Comptroller to coordinate all fiscal matters associated with the Academy in accord with NSEA fiscal policies and shall make a financial report at each meeting or upon request of the President.

**SECTION 5.** The At-Large Membership Area Represen-

tatives shall serve as spokespersons for their specific membership category to ensure that the Directorate is aware of and responsive to perspectives and concerns of all of the Academy membership.

## ■ Article VII: Nomination and Election Procedures

---

**SECTION 1.** Election of officers shall be consistent with NSEA Bylaws, Policies, and Guidelines.

**SECTION 2.** Vacancies that occur between elections shall be filled by Presidential appointment until the next election.

## ■ Article VIII: Meetings, Academy Years

---

**SECTION 1.** The Academy year shall be September 1 through August 31.

**SECTION 2.** The fiscal year of the Academy shall begin September 1 and end August 31.

**SECTION 3.** The Directorate and any new officers-elect shall meet every spring at NSEA's Delegate Assembly. The Directorate shall also meet at least once every fall and as needed.

**SECTION 4.** The General Membership of the Academy shall be called together for the NSEA Higher Education Academy Conference every other summer, beginning with the summer of 2007. The Directorate has the responsibility for the organization and execution of the Academy biennial conference.

## ■ Article IX: Activities of the Academy

---

**SECTION 1.** The Directorate shall work with the NSEA to maintain an Academy website on the NSEA website.

**SECTION 2.** The Directorate and four Presidential appointees from the membership will comprise the Academy Conference Planning Committee. The Committee will organize and hold a statewide Higher Education Conference every other summer, beginning in 2007. The purpose of the biennial conference will be to provide an opportunity for NSEA higher education members to meet and network and to be a positive showcase for NSEA and its relationship with higher education

The conference will feature workshops dealing with issues of organization, recruitment, membership, teaching, research, service, and topics the Committee and general membership find of value. The conference may also feature a national figure on higher education issues. Interested parties who are not members of the Academy may attend the conference following payment of a registration fee and submission of the appropriate registration form.



## ■ Article X: Amendments and Parliamentary Authority

---

**SECTION 1.** Robert's Rules of Order shall be the fundamental authority on all matters of proper procedure.

**SECTION 2.** Proposed Amendments or revisions to the

Bylaws must be presented to the Directorate at the spring and sent to the membership with a recommendation at least thirty (30) days prior to the biennial meeting. Such proposed Amendments or revisions will be voted upon at the biennial meeting with a two-thirds majority of those present and voting required for approval.

---

---

# BYLAWS: NSEA-RETIRED

## ■ Article I: Name

---

The name of this membership body shall be the Nebraska State Education Association-Retired (NSEA-Retired).

## ■ Article II: Purpose

---

NSEA-Retired shall be dedicated to the promotion of retirement with dignity, happiness, and adequate income by:

- (a) Promoting the social, professional and economic status, and the general welfare of retired public school employees,
- (b) Providing a forum for united action with others who are devoted to the cause of public education,
- (c) Promoting voluntary participation by its members in civic and educational affairs.

## ■ Article III: Objectives

---

The objectives of NSEA-Retired shall include, but not be limited to:

- (a) Gain members through recruitment and develop them through communication.
- (b) Communicate to members through NSEA and NSEA-Retired publications.
- (c) Provide economic benefits and services to retired members, primarily through NSEA's and NEA's legislative and special services programs.
- (d) Improve teacher retirement.
- (e) Help elect NSEA-endorsed candidates through the use of retired member volunteers.
- (f) Participate in lobbying NSEA's legislative programs.
- (g) Provide pre-retirement training and counseling through seminars and self-help publications.
- (h) Provide leadership development and training opportunities through an annual meeting and communications.
- (i) Provide support for NSEA's programs and policies.

## ■ Article IV: Membership

---

**SECTION 1.** NSEA-Retired membership shall be open to any NSEA member who has retired and reached the age of forty-five (45) years or more, or is eligible to receive benefits under a school employee retirement system, and has held active, substitute, reserve, or staff membership in the Association or comparable membership in a corresponding membership category in another state affiliate for at least one (1) year immediately prior to retirement. Retired members are eligible to vote and hold NSEA-Retired office and to be voting delegates to the NSEA Delegate Assembly and the NEA Representative Assembly and may hold appointive positions in the NSEA. NSEA-Retired members shall be eligible to receive benefits and services of the NEA, NEA-Retired, NSEA, and NSEA-Retired that are authorized by the respective Boards of Directors.

**SECTION 2.** Pre-retired Subscribers. Any member of NSEA, who has paid the appropriate lifetime fees and who is not yet retired, shall be considered an NSEA-Retired Pre-retired Subscriber. Pre-retired Subscribers shall be eligible to receive benefits and services of the NEA that are authorized by the NEA Board of Directors, and are eligible to receive benefits and services of NSEA-Retired that are authorized by the NSEA-Retired Board of Directors.

**SECTION 3.** NSEA-Retired requires unified membership.

**SECTION 4.** Retired membership is limited to persons who support the purposes and programs of the Association.

## ■ Article V: Officers and Their Duties

---

**SECTION 1.** The officers of NSEA-Retired shall be President, Vice President, Secretary, and Treasurer.

**SECTION 2.** Any member of NSEA-Retired in good standing shall be eligible to be a candidate for President, Vice President, Secretary, or Treasurer of the Association.

**SECTION 3.** The President shall call regular and special meetings of the Board of Directors and shall preside at those meetings. The President shall serve as the first NSEA-Retired delegate to NSEA Delegate Assembly, the NEA-Retired Annual Meeting, and NEA Representative Assembly. The President shall appoint members of all standing

and special committees, with the advice and consent of the Board of Directors, unless otherwise provided. The President shall be an ex-officio member of all committees except the Nominating Committee. The President shall serve as an ex-officio member of the NSEA Board of Directors.

**SECTION 4.** The Vice President shall preside at meetings in the absence of the President. If the office of President becomes vacant, the Vice President shall fill that vacancy for the remaining term of office. The Vice-President shall assist the District Directors and Local Presidents in membership promotion and in the formation of and development of new local associations.

**SECTION 5.** The Secretary shall maintain appropriate records of all meetings of the Board of Directors and other meetings as directed by the President.

**SECTION 6.** The Treasurer shall chair the Budget Committee and maintain appropriate records, which will be filed for audit.

**SECTION 7.** Elections for the offices of President and Vice President shall occur every three years beginning in 2005. Elections for the offices of Secretary and Treasurer shall occur every three years beginning in 2007.

**SECTION 8.** Vacancies, except for the office of the President, shall be filled by majority vote of the NSEA-Retired Board of Directors for the remainder of the terms affected.

## ■ Article VI: Board of Directors and Administration

---

**SECTION 1.** The Board of Directors shall be the governing body of NSEA-Retired and shall be composed of the elected officers and the District Directors. The non-voting ex-officio members of the Board of Directors shall be the liaison from the NSEA Board of Directors, and the editor of the NSEA-Retired publications.

**SECTION 2.** Duties of the Board of Directors: The NSEA-Retired Board of Directors shall provide leadership in carrying out the objectives of the organization, and shall advise the NSEA on matters relating to retirement. The NSEA-Retired Board shall be authorized to fill vacancies in its body as outlined in the Bylaws.

**SECTION 3.** The Executive Director of the NSEA shall be the chief executive officer of NSEA-Retired. The Executive Director or his or her designee shall (a) be responsible for the effectuation of all policies of the NSEA-Retired Board, (b) be an ex-officio member of all committees, (c) be invited to attend all meetings of members and the Board, (d) cause minutes of said meetings to be preserved, (e) cause all required notices to be given, and (f) have other duties as may be delegated to him or her by the Board.

## ■ Article VII: District Directors

---

**SECTION 1.** (a) NSEA Elkhorn, Panhandle, Sandhills,

and Tri-Valley Districts shall each elect one District Director for a three-year term; NSEA Metro and Capitol Districts shall elect two District Directors for three year terms. Each District Director must live in the district he or she represents and be an active member of NSEA-Retired. (b) Any elected, voting member of the NSEA-Retired Board of Directors who accumulates two unexcused absences during a single term may be removed from the Board, and the Board shall appoint a qualified person to fill the remainder of the term.

**SECTION 2.** Each District Director shall be elected by active NSEA-Retired members residing in the appropriate District in an every-member ballot in the spring of the final year of the term of office.

## ■ Article VIII: Nominations, Terms and Elections

---

**SECTION 1.** Nominations: A member may be nominated for office by declaring in writing his/her intent to be a candidate. Nominees must be members in good standing of NSEA-Retired.

### **SECTION 2.** Terms

- (a) All officers and District Directors shall serve terms of three years or until their successors are appointed or elected. No board member may serve more than three consecutive elected terms in the same office.
- (b) Elections for the director of Metro-2 shall occur every three years beginning in 2009. Elections for the director of Capitol-2 shall occur every three years beginning in 2021. Elections for the directors of Metro-1, Panhandle, and Tri-Valley Districts shall occur every three years beginning in 2010. Elections for the directors of Capitol, Elkhorn, and Sandhills shall occur every three years beginning in 2011.

*Transition statement: Capitol District will elect a Capitol-2 district Director in 2019 for a two-year term, and will begin a three-year election cycle in 2021. This transition statement will be stricken from the bylaws after the 2021 election cycle.*

### **SECTION 3.** Elections

- (a) All officers and directors shall be elected by every-member ballots in the years designated in Bylaws Article V Section 7 and Article VIII, Section 2(b).
- (b) A plurality vote is necessary for election.
- (c) The new officers and District Directors shall take office on August 15 following their elections. If necessary, any officers shall remain in office until a successor is duly elected or appointed.

## ■ Article IX: Meetings

---

**SECTION 1.** There may be one or more annual meetings of the Association. There shall be a time for members to conduct association business at each meeting.

**SECTION 2.** The Board of Directors shall meet at least three times per year. The format for Board meetings and/or voting at the meetings may include conference calls, electronic meetings via the Internet, or other formats that include remote participation by Board members.

## ■ Article X: Committees

---

**SECTION 1.** The purpose of any committee shall be to assist the Board of Directors to govern or monitor activities of the Association more effectively.

**SECTION 2.** Committees may be formed or abolished by the President or by action of the Board of Directors. The President shall appoint all committee members.

## ■ Article XI: Finance

---

**SECTION 1.** The fiscal year shall begin September 1 and end August 31 of the next calendar year.

**SECTION 2.** Dues: Recommendations for changes in dues for the three categories of NSEA-Retired membership (annual, lifetime retired, and pre-retired lifetime subscribers) shall be made to the NSEA Board of Directors by a majority vote of the NSEA-Retired Board of Directors.

**SECTION 3.** Investment

- (a) Lifetime and pre-retired lifetime dues shall be transferred to the NSEA Executive Director to be invested in the name of NSEA-Retired.
- (b) Annual dues and investment income from lifetime dues shall be used to finance meetings and activities of NSEA-Retired as directed by the NSEA-Retired Board of Directors.

**SECTION 4.** Grants or bequests may be used to fund special projects at the discretion of the NSEA-Retired Board of Directors.

## ■ Article XII: Local Retired Associations

---

Groups of ten (10) or more NSEA-Retired members may

apply to the NSEA-Retired Board of Directors to be recognized as a Local NSEA-Retired Association. Local NSEA-Retired associations shall be continuous unless the recognition is suspended by the NSEA-Retired Board of Directors. Recognition of a local retired association may be suspended by the NSEA-Retired Board of Directors if its membership drops below ten (10) members.

## ■ Article XIII: – Amendments

---

**SECTION 1.** Amendments to these Bylaws may be submitted by the NSEA-Retired Board of Directors or by a member of NSEA-Retired. Amendments shall be submitted for discussion at one Board meeting, and shall be voted on at a subsequent Board meeting. A two-thirds majority vote of the NSEA-Retired Board of Directors shall be required to approve amendments to the NSEA-Retired Bylaws. Unless otherwise provided, an amendment shall take effect at the beginning of the fiscal year following its adoption.

**SECTION 2.** Amendments to these Bylaws must be in compliance with the NSEA, NEA, and NEA-Retired Bylaws.

## ■ Article XIV: Affiliation

---

The Association shall be an affiliate of the Nebraska State Education Association, the National Education Association, and NEA-Retired.

## ■ Article XV: Authority

---

All questions of parliamentary procedure not covered by the Bylaws shall be determined by Roberts Rules of Order, Newly Revised.

# NOTES

---

---

---

---

---

---

---

---



# NEW BUSINESS ITEMS

## Adopted By The 2018 NSEA Delegate Assembly

NSEA members serving as delegates to the annual meeting propose and vote on whether to advance New Business Items each year. A New Business Item directs the Association to conduct a certain action during the coming year. The New Business Items on this page were approved by delegates at the 2018 Delegate Assembly.

### ■ NBI No. 1: School Safety Committee

The NSEA shall form an Ad-Hoc School Safety Committee that will:

- Assess compliance with existing legislative and regulatory provisions regarding implementation and administration of school safety plans and procedures;
- Investigate a model school safety plan incorporating best practices involving prevention, awareness, communication and stakeholder involvement;
- Assess and identify legislative and/or regulatory measures necessary to further improve school safety.

At the 2019 NSEA Delegate Assembly the committee will report a summary of their research and actions.

### ■ NBI No. 2: Use of Mascots

NSEA, using existing resources, will establish partnerships to investigate the use of racial mascots on students. They will focus on how racist imagery affects students in their emotional/ social growth, stress, brain development, health, educational success, and safety issues. NSEA will then develop professional development of best practices and effective materials for working with students exposed to these racist images.

### ■ NBI No. 3: Early Career Educators

Based upon the findings of the Early Career Educator NBI 2017-1 Committee, we request that the NSEA president create a permanent standing committee for Early Career Educators.

### ■ NBI No. 4: Trauma Informed Classrooms & Child Development

The NSEA shall form an Ad-Hoc Committee that will address Trauma Informed Classrooms and the effects of child trauma on child development and wellbeing, academic outcomes, teacher retention, student safety and students' rights to a quality education.

The committee will:

- Determine if legislation should be introduced that allows the Adverse Childhood Experiences (ACE's) survey to be used in all Nebraska public schools so that educators and policy makers can better understand the prevalence of toxic stress in the lives of Nebraska Students
- Develop ways for schools to correlate performance of students to ACE's data within their respective schools.
- Work to educate policy makers and educators across the state about compassion fatigue that is linked to working in high toxic stress environments and how best to combat that compassion fatigue.
- Determine if there is a correlation between high ACE environments and teacher retention and effectiveness in school districts.
- Work to determine if there is a correlation between ACE's and school attendance.
- Recommend professional development that can be delivered across the state to inform educators about the impacts of child trauma on the brain and how best to mitigate and treat that trauma.

### ■ NBI No. 5: Social Justice Committee

The NSEA president shall form a Social Justice committee to support the Strategic Plan. The committee will assist with coordination of activities and social justice trainings throughout the state.

### ■ NBI No. 6: Investment Policy Review

The NSEA Board shall investigate the feasibility of an investment policy that supports investing in pro-public education companies.

## NOTES