



Nebraska State Education Association

A photograph of a green apple, a yellow pencil, and a stack of books. The apple is the central focus, resting on a red book. A yellow pencil lies horizontally across the red book. Below the red book is a thicker, brown book. The background is dark and out of focus.

2008-2009 Bylaws & Resolutions

Mission Statement • Strategic Objectives • New Business Items

Bylaws for NSEA-Retired, Ethnic Minority Affairs Committee, Education Support Professionals, Higher Ed. Academy and the Student Education Association of Nebraska



NSEA President
Jess Wolf

Dear Colleague:

You'll notice that this year's Bylaws and Resolutions book starts out a bit differently than those of past years. In 2007-08, NSEA members reviewed and rewrote the Association's Mission Statement. That yearlong process involved members from across the state. The result is a more sharply-focused, up-to-date replacement of the previous 1994 Mission Statement.

This document continues to hold the guiding principles of your Association, including the NSEA Mission Statement, Strategic Objectives, Bylaws and New Business Items. These guiding principles, set and approved by members, have allowed your Association to endure for more than 140 years as it serves as a leading advocate for public schools. Also included: the Bylaws of NSEA-Retired, the Ethnic and Minority Affairs Committee, the Student Education Association of Nebraska, the NSEA Higher Ed Academy and the Education Support Professionals Committee. Essentially, these pages define the NSEA in the following manner:

- The Mission Statement and Strategic Objectives set the direction of the Association — why the NSEA exists, what it works to accomplish, and what the Association sets as its primary goals.
- The Bylaws are the fundamental rules which govern such basic internal questions as the definition of membership, election of officers, and the process of setting dues. The provisions of these Bylaws can never be suspended, and may only be changed by a two-thirds majority in a secret ballot at our annual Delegate Assembly — after delegates have received prior notice of the proposed change. These rules determine how the organization operates.
- The NSEA Resolutions are formal expressions of belief and principle. They are determined by deliberations and majority vote of the Delegate Assembly. Resolutions provide philosophical direction to leaders in the Association on specific courses of action.
- New Business Items are directives from the Delegate Assembly for action during the following year. These “NBI’s” translate the mission, objectives and resolutions of the organization into specific projects and actions.

Sincerely,

Jess Wolf, President

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NSEA MISSION STATEMENT AND STRATEGIC OBJECTIVES

(Mission State Adopted by 2008 Delegate Assembly)

■ 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 contributing to the ever-changing system of public education.

We value partnerships that foster excellence, nurture a desire for life-long learning, and create responsible, productive 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 protect and promote quality public education as a basic right for all and work to secure its adequate and equitable funding.
2. NSEA shall promote school/community partnerships where educators, Education Support Professionals and citizens share in the responsibility and decision-making process necessary to ensure quality public education.
3. NSEA shall enhance the professional image of educators and Education Support Professionals, and advance their professional and economic interests.
4. NSEA shall promote equity and work to eliminate discrimination and other barriers to public school employment and learning.
5. NSEA shall strengthen its capacity to attract, represent and serve members in all membership categories.
6. NSEA shall maintain a member-directed organizational system which is dedicated to achieving its mission and strategic objectives.

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 the Association. Any person joining the Association shall agree to its purposes and objectives, shall maintain membership in the affiliated local association and the National Education Association where eligible, and shall agree to abide by the provisions of these bylaws.

SECTION 2. There shall be eight (8) classes of membership in the Association: 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, administrating or substituting) or is serving as an elected officer of the Association or a chartered local association, or whose employment status is in dispute and for whom the Association 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 fifty percent (50%) or less of the normal schedule for full-time faculty members (as verified by the local association) are eligible to join the Association 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 fifty percent (50%) of NSEA active dues.

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 the Association, or whose employment status is in dispute and for whom the Association 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 the Association 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 Association 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 (6) 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 Board of Directors may require special services membership in the association 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 the 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 one of its affiliates; except that any person who has ever been eligible for Active membership is not eligible for Student membership.
- (f) Retired membership shall be open to any member who has reached the age of fifty (50) years or more, or is eligible to receive benefits under a school employee retirement system, and has held Active membership in the Association or in another state affiliate in the year in which employment ended, and 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 the Association.
- (g) Staff membership shall be open to any person whose primary professional employment is with the 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 the Board of Directors.

SECTION 3. Any person joining as an Active member at 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 which 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 Association services, to obtain assistance in the protection of professional and civil rights, and to receive reports and publications of the Association.

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 Code of Ethics adopted by the Association 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 the Association.

SECTION 9. The 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 the Association shall be a President, a Vice President, and all National Education Association 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 Association year shall be September 1 to August 31.

SECTION 4. Any active member is eligible to hold the Association offices of President, Vice President and NEA Director. Not less than ninety (90) days prior to the regular Delegate Assembly, at which elections shall occur, the Association shall notify active members of vacancies to be filled by publishing a notice in the NSEA 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 their candidate information included in the Delegate Assembly mailing must submit the information to the Executive Director or Associate Executive Director not less than 45 days prior to Delegate Assembly. To have a candidate's 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 Chairman 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 the Association and the Delegate Assembly and shall serve as Chairman of the Board of Directors. The President shall perform the duties which usually devolve upon the chief officer of such Association and the duties which are prescribed by these bylaws and the policies of the Board of Directors. The President shall serve as the first Alternate NEA Director for Nebraska and be an ex officio member of all commissions and committees of the Association.

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 commissions and committees of the Association. In the absence of both the President and Vice President, the senior NEA Board member shall serve as chairman 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 during the first or second year of a term a vacancy in the office of Vice-President occurs, such a vacancy shall be filled by the 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 Board of Directors shall elect a successor for the remainder of the term. If during the first or second year of a term a vacancy in the office(s) of the NEA Director(s) occurs, the NSEA Board of Directors shall recommend the appointment of an interim NEA Director(s) to the NEA Board of Directors to assume the duties until a new NEA Director is elected at the next Delegate Assembly to complete the unexpired term. 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(s) to the NEA Board of Directors to assume the duties for the remainder of the term.

■ ARTICLE III: BOARD OF DIRECTORS

SECTION 1. The Board of Directors shall consist of the President; the Vice President; the National Education Association Directors for Nebraska; and representatives of each District Association. The Board shall be apportioned on the basis of one person-one vote. Each District Association shall be entitled to at least one member on the 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 Board members to constituents shall be determined by

the NSEA Board of Directors.

District Associations shall elect representatives to the Board of Directors who must be active members of the Association 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 Board of Directors, either as a general officer or as a District Association Representative or President.

The President of the Association 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. Vacancies on the Board of Directors shall be filled in accordance with the bylaws of the district affected. Such appointments shall extend to the end of the Association year in which the appointment was made.

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

If a county is transferred to another District by action of the 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 District Presidents, the President of NSEA-Retired, a higher education representative, an Education Support Professional representative, the President of the Student Education Association of Nebraska (SEAN), and the Chair of the Ethnic Minority Affairs Committee (EMAC), and NSEA members who are elected at the National Education Association level to be members of the NEA Board of Directors, 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. NEA Board members who are ex-officio members of the NSEA Board shall have all expenses paid for by the NEA.

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

SECTION 4. The 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 Board of Directors shall be

called by the President or by a majority of the Board of Directors. The total necessary expenses of holding these meetings shall be paid by the Association.

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

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

SECTION 9. Members may be appointed to commissions and committees for a term not to exceed three Association 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 Board of Directors shall have power to charter local education associations.

SECTION 11. An affiliate organization whose objectives are compatible with the objectives of the Association may be established by the Board of Directors. An affiliate organization may be established by filing a written application with the 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 the Association. Association services for an affiliate organization shall be determined by the Board of Directors.

SECTION 12. The Board of Directors shall make all arrangements for general meetings of the Association.

SECTION 13. Two-thirds of the members of the Board of Directors shall constitute a quorum.

■ ARTICLE IV: EXECUTIVE DIRECTOR

SECTION 1. The Executive Director shall be selected by the Board of Directors who shall negotiate a memorandum of agreement for a period not to exceed three (3) years.

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

SECTION 3. The Executive Director shall serve as Treasurer who shall receive and be responsible for the safekeeping and accounting of the funds of the Association. The Executive Director may designate a deputy to be known as the Assistant Treasurer to perform duties as may be delegated. The Executive Director and Assistant Treasurer shall give bond in

such amount as the Board of Directors may require and the premium of said bond shall be paid by the Association. The Executive Director shall make an annual report of the funds of the Association which the Board of Directors shall have audited by certified public accountants and published.

SECTION 4. The 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 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 the Association 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 the Association, the President and President-Elect/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 one delegate for each 300 NSEA Student members or major fraction thereof; one delegate for each 300 NSEA Retired members or major fraction thereof of each NSEA District or cluster delegate; and one delegate for each fifty (50) active members or major fraction thereof of each chartered local association. Local associations with fewer than twenty-six (26) active members shall be clustered for representation at Delegate Assembly. Past Presidents of the Association, and one delegate from each NSEA state affiliate, except SEAN and NSEA-R, 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 each is entitled, based on the membership in the Association 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 the Association. 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 the Association. All elections shall be by ballot except when there is only one (1) candidate for the position.

In this case, the chair shall declare such candidate elected.

SECTION 7. The Delegate Assembly shall adopt its own procedural rules which may be amended during any session of the Delegate Assembly. A Session shall be defined as any period of time during which the Delegate Assembly is duly convened for regular or special business. Not more than three sessions shall be held during any one calendar day.

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

SECTION 9. In the event of an emergency, the Board of Directors may postpone the annual meeting known as the Delegate Assembly not to exceed a period of six months. In the event of such postponement, all officers and members of the Board of Directors, committees, or commissions 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 which will guarantee 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 Board will then solicit comments and recommendations for thirty (30) days. Thereafter, the Board will make any appropriate changes in the model and adopt the new district structure. Any changes in the district structure will become effective on September 1 following the adoption of change. Each District shall be composed of contiguous counties. In addition, the 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 the Association as the Board of Directors may direct.

■ **ARTICLE VII: LOCAL ASSOCIATIONS**

SECTION 1. Local association membership groups may, upon application and approval by the Board of Directors, be chartered as affiliated local education associations. Chartered local associations shall be continuous unless the charter is revoked by the 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 Professionals (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 Nebraska State Education Association. 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 State Association and the National Education Association.

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

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 the Association.

SECTION 7. A Charter of a local association may be suspended, revoked or reinstated by the Board of Directors. A local association whose charter has been suspended or revoked may appeal the decision of the Board of Directors to the Delegate Assembly. Local affiliates which 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 State Board of Directors also constitutes election as a state delegate to the NEA Representative Assembly for a term coinciding with their term as a state board member.

■ **ARTICLE IX: REVIEW BOARD**

SECTION 1. To aid in the administration and application of the bylaws and the other policies and procedures of the Association, 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 Board of Directors, to govern the conduct of the proceedings.

SECTION 3. The Review Board shall be composed of the six district presidents of the Association. 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 Board of Directors of the Association, or an officer of a District Association, or a member of any commission or committee of the Association, for conduct not in the best interests of the Association.
- (b) The censure, suspension or expulsion of a member of the Association for violation of the Code of Ethics of the Education Profession or for conduct not in the best interests of the Association. 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 Board of Directors or Delegate Assembly to determine if such actions are consistent with the provisions of the Bylaws of the Association. 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 Board of Directors and the parties of interest.

SECTION 5. Disputes shall be heard only on request of the 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 the Association shall begin September 1 and end August 31.

SECTION 2. The annual membership fee for all classes of membership shall be recommended by the 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. Fees for other classes of membership may be paid directly to the Association Treasurer.

SECTION 4. The Executive Director shall notify all delegates not less than thirty (30) days prior to the convening of the Delegate Assembly of any changes in the membership fee recommended by the Board of Directors.

SECTION 5. The Executive Director or his/her designee shall pay all claims on the Association consistent with the Financial Policies adopted by the Board of Directors.

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

SECTION 7. All properties and permanent investments of the Association, together with any funds received by gift, bequest, devise or transfer, shall be deposited in a permanent fund. The 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 the Association 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 the Association of the preceding fiscal year except with the approval of the Delegate Assembly.

■ **ARTICLE XI: INITIATIVE AND REFERENDUM**

SECTION 1. Ten percent (10%) 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 Board of Directors. When such initiated measure or referendum is proposed, it must, at the earliest possible date, be submitted by the Board of Directors to chartered local associations for vote by the active members of the Nebraska State Education Association. 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 at any session in the annual meeting; provided, such amendments have been proposed in writing thirty (30) days prior to the Assembly and referred to the Bylaws Committee for study and report.

Section 2. The President shall notify all delegates not less than thirty (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 the Association's bylaws.

RESOLUTIONS ADOPTED BY THE 2008 NSEA DELEGATE ASSEMBLY

■ SERVE AS THE STATE VOICE FOR EDUCATION

A-1 Free Public Schools

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

A-2 Teaching Democratic Principles

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

A-3 State Aid

The NSEA supports legislation for state aid to public 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.

A-4 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.

A-5 Education for All

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

A-6 Public Relations for Education

The NSEA supports an appropriate public relations program to gain the public's support for public education.

A-7 Reorganization

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

all professional educators.

A-8 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.

A-9 Coordination of Higher Education Programs

The NSEA supports coordination of higher education programs within the state.

A-10 Educational Service Units

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

A-11 Preschool Programs

The NSEA believes parent-paid preschool programs should be provided by school districts.

A-12 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.

A-13 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.

A-14 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.

A-15 New and Expanded Educational Programs

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

A-16 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.

A-17 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.

A-18 State School Lands

The NSEA believes in the utilization and disposition of state-owned school lands and the revenue generated therefrom in a manner which maximizes the availability of long-term funding for public schools.

A-19 Lease-Purchase Plan for School District Financing

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

A-20 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, or size, students should be given a written copy of these policies and their rights should be protected.

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.

A-22 Public School Privatization

The NSEA believes that public school services should be performed by public education employees. The Association opposes, in public school districts and educational institutions 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;
- (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.

A-23 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, staffing 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.

A-24 Legislators' Salaries

The NSEA supports efforts to increase salaries of legislators commensurate with their responsibilities and duties.

■ ADVANCE THE CAUSE OF EDUCATION FOR ALL INDIVIDUALS

B-1 Family Participation

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.

B-2 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.

B-3 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.

B-4 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.

B-5 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.

B-6 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.

B-7 Family Life Education

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

B-8 Scientific Creationism

The NSEA opposes the mandatory inclusion of "Intelligent

Design” in the curricula of the public schools.

B-9 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 certificated 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.

B-10 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.

B-11 Student Achievement

The Nebraska State Education Association 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 there must be:

- (a) A quality teacher in each classroom;
- (b) A safe, respectful, disciplined learning environment;
- (c) Adequate funding to provide both.

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.

B-12 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, 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.

B-13 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 that 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 dis-

semination of results.

B-14 Standardized Testing of Students

The NSEA believes that standardized tests should only 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 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.

B-15 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.

B-16 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 in-troduction 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.

B-17 Education for All Students with Disabilities

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

■ PROMOTE THE HEALTH AND WELFARE OF CHILDREN AND/OR STUDENTS

C-1 Responsibility of Society to Children

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

C-2 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.

C-3 Vision for Public Education

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 believes in educational innovations which will enhance student learning, as well as protect student and employee rights.

C-4 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.

C-5 Student Behavior

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

C-6 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.

C-7 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. Furthermore, the Association 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.

C-8 Environmentally Safe Schools

The NSEA believes that all educational facilities must have healthy indoor air quality, be smoke-free, and be safe from environmental and chemical hazards. 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.

C-9 Educational Employee and Student Security and Safety

The NSEA believes that children and educational employees should be guaranteed a safe, secure learning environment and working conditions. The Association also believes in and supports a zero-tolerance policy for weapons, dangerous devices and assault-related behavior in our schools.

The NSEA further believes that when an educational employee is threatened with injury, or comes to the aid of another person being threatened, the employee should be authorized to use reasonable restraint upon the individual making the threat or assault.

C-10 School Age and Attendance Laws

The NSEA believes in compulsory school attendance from ages six to sixteen.

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.

C-12 Minority Designated Scholarships

The NSEA opposes any efforts, on any level, which would alter or restrict institutions, organizations, or individuals' ability to designate scholarships or scholarship donations meant specifically for minorities and changes which would allow non-minority students to be eligible for minority designated scholarships.

C-13 Media, Games, Products and Children

The Nebraska State Education Association believes that children are an especially vulnerable and easily exploited audience who must be protected from exposure to violence, prej-

udice, 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 deplors 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.

C-14 Coalition for Children

NSEA believes that it is essential to establish a coalition of associations and organizations which have an interest in the well-being of all of Nebraska's children and youth.

C-15 Child Abuse

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

C-16 Substance Abuse

The NSEA opposes drug abuse, including alcohol and tobacco dependency. The Association supports:

- (a) Standardization of drug laws, including the sale and distribution of drugs.
- (b) Prohibition of the production, sale and distribution of drug paraphernalia.
- (c) Improvement of drug prevention and rehabilitation programs.
- (d) Mandated drug rehabilitation programs for any violation or conviction, whether civil or criminal, resulting from the possession or use of a controlled substance.

(e) Research on the genetic and neurological damage done to children through parental substance abuse and the impact on student learning and behavior.

(f) Appropriate educational experiences to educate students about the serious consequences of participating in any aspect of the illegal drug trade.

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

Furthermore, the NSEA supports strict enforcement of the legal drinking age and the laws governing the sale of alcoholic beverages.

C-17 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.

C-18 Child Care for Pre-school Children

The NSEA believes school districts which provide services for pre-school children should seek state accreditation or certification.

C-19 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.

C-20 Educational Competition

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

C-21 Adequate Supplies

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

C-22 Bullying

The NSEA believes that the school environment 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.

C-23 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.

■ 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.

D-2 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.

D-3 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 National Council for the Accreditation of Teacher Education (NCATE).

D-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.

D-5 Differentiated Staffing

The NSEA believes any successful design for differentiated staffing:

- (a) Must involve classroom professional educators and the local associations, from the initial stages of development through implementation and evaluation.
- (b) Must define the roles and responsibilities of certificated and non-certificated staff.
- (c) Must inform the community.

D-6 Appropriate Use of Non-Certificated Professionals

The NSEA believes Education Support Professionals should be employed only to enhance the effectiveness of the professional educators. Pre-professional educators should not be assigned as substitute teachers during their student teaching experiences.

D-7 Staff Development

The NSEA believes local associations should initiate and participate in planning staff development training and professional growth opportunities.

D-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.

D-9 Inservice 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.

D-10 Mentoring

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

D-11 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 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. 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. The Association opposes the use of pupil progress, standardized student test scores, student-generated evaluations, or volunteer activities for the purpose of evaluating professional educators.

D-12 Teacher Competency Testing

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

D-13 International Teacher Exchange Program

The NSEA supports an active international teacher exchange program.

D-14 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.

■ GAIN RECOGNITION OF THE BASIC IMPORTANCE OF THE TEACHER IN THE LEARNING PROCESS AND OTHER EMPLOYEES IN THE EDUCATIONAL EFFORT

E-1 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.

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.

E-3 Academic and Professional Freedom

The 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.

E-4 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.

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.

E-6 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 work loads.
- (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.

E-7 All-Inclusive Membership Organization

The NSEA believes all educational employees in Nebraska should be members of the United Education Profession.

E-8 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 to provide quality education for students.

■ PROTECT THE RIGHTS OF EDUCATIONAL EMPLOYEES AND ADVANCE THEIR INTERESTS AND WELFARE

F-1 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.

F-2 Commission of Industrial Relations

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

F-3 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.

F-4 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.

F-5 Employee Involvement in Decision Making

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

F-6 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.

F-7 Educational Employee Replacement

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

F-8 Scope of Negotiations

The NSEA supports expansion of the scope of negotiations to include all terms and conditions of employment and passage by Congress of the proposed NEA National Collective Bargaining Law.

F-9 Minimum Provisions for Negotiated Agreements

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.
- (bb) Correct placement on the salary schedule.

F-10 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.

F-11 Comparable Salaries

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

F-12 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 system. 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.

F-13 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.

F-14 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 further 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.

F-15 Restructuring of Schools

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.

F-16 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.

F-17 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.

F-18 Retirement Benefits

The NSEA affirms its support for the current Defined Benefit retirement plan 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 that retirement benefits offered for educational employees should include, but not be limited to, the following unprioritized 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% 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 further believes that the Retirement System should be fully funded, with the majority of the cost borne by the employers and/or the State; and that the Public Employees Retirement Board (PERB) 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.

F-19 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.

F-20 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.

F-21 Pre-professional Educators’ Liability Insurance

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

F-22 Social Investments of Retirement Funds

The NSEA believes the Public Employees Retirement Board should resist any efforts to use public retirement funds for social investments.

F-23 Professional And Personal Support

The NSEA urges members to support those educational employees in communities whose school districts are in financial distress.

F-24 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.

F25 Economic Development, Education, and Teacher Compensation

The Association 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.

■ 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.

■ 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.

H-2 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.

■ PROMOTE AND PROTECT HUMAN AND CIVIL RIGHTS

I-1 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.

I-2 The Issue of Abortion

The NSEA has no position on abortion.

I-3 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.

■ OBTAIN FOR ITS MEMBERS THE BENEFITS OF AN INDEPENDENT, UNITED EDUCATION PROFESSION

J-1 Professional Associations

The NSEA believes that an independent and strong professional organization is vital to its members.

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.

BYLAWS AND OBJECTIVES OF NSEA-RETIRED

(Revised April 2008)

■ 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:

1. Gain members through recruitment and develop them through communication.
2. Communicate to members through NSEA and NSEA-Retired publications.
3. Provide economic benefits and services to retired members, primarily through NSEA's and NEA's legislative and special services programs.
4. Improve teacher retirement.
5. Help elect NSEA-endorsed candidates through the use of retired member volunteers.
6. Participate in lobbying NSEA's legislative programs.
7. Provide pre-retirement training and counseling through seminars and self-help publications.
8. Provide leadership development and training opportunities through an annual meeting and communications.
9. Provide support for NSEA's programs and policies.

■ ARTICLE IV: MEMBERSHIP

SECTION 1. NSEA-Retired membership shall be open to any NSEA member (including any Educational Support Professional) who has retired and reached the age of forty-five (45) years or more, is eligible to receive benefits under

a school employee retirement system, and has held active membership in the Association or 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, and serve as Chair for the Scholarship Committee.

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 & 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, the editor of the NSEA-Retired publications, and any NEA-Retired national officer.

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. Executive Director. 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.
- (f) Have other duties as may be delegated to him or her by the Board.

■ ARTICLE VII: DISTRICT DIRECTORS

SECTION 1. (a) NSEA Capitol, Elkhorn, Panhandle, Sandhills, and Tri-Valley Districts shall each elect one District Director for a three-year term; NSEA Metro District 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 & 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. The number of consecutive years of service shall be limited to two 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 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.

(Rationale: Currently the six district directors are elected in groups of three each year for two years running, with no elections held in the third year of the three-year terms. To accommodate an additional director for Metro District, an election will be held in 2009. Note: The rationale shall be part of the Bylaws until Aug. 31, 2009, and then we be deleted from the Bylaws document.)

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 September 1 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.

■ ARTICLE X: STANDING COMMITTEES

SECTION 1. The Standing Committees shall be Nominating, Legislation and Scholarship. The Scholarship Committee

shall consist of five members: three SEAN members selected by the President of the Student Education Association of Nebraska (SEAN), one NSEA-Retired member selected by the NSEA-Retired President, and the NSEA-Retired Vice President who shall chair the meetings and set the meeting frequency. The Scholarship Committee will meet annually in the spring to select four recipients of the NSEA-Retired/SEAN scholarships.

SECTION 2. The Board of Directors may establish Ad Hoc Committees when deemed necessary.

■ 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

SECTION 1. 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

SECTION 1. The Association shall be an affiliate of the Nebraska State Education Association, the National Education Association, and NEA-Retired.

■ ARTICLE XV – AUTHORITY

SECTION 1. All questions of parliamentary procedure not covered by the Bylaws shall be determined by Roberts Rules of Order, Newly Revised.

BYLAWS OF NSEA'S 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: OFFICERS

Section 1: The general officers of the organization shall be chairperson, vice-chairperson and secretary. The chair of the committee shall be appointed by the NSEA President for a term of one year. The vice-chairperson 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 five identified racial minorities – Black, Chicano/Hispanic, American Indian/Alaska Native, Asian, Pacific Islander – is eligible to serve as a general officer.

Section 3: Election of vice-chairperson, secretary, and two (2) representatives from each of the five identified minorities shall occur at the annual meeting.

■ ARTICLE III: EXECUTIVE COMMITTEE

Section 1: The Executive Committee shall consist of the general officers and two at-large representatives from each of the five 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 chairperson, 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. Any NSEA member is eligible to serve in this capacity and need not represent any racial or ethnic minority.

Section 6: Meetings of the Executive Committee shall be called by the Chairperson. 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 Chairperson.

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 Chairperson 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 IV: ELECTIONS

Section 1: With the exception of the Chairperson, which shall be appointed by the NSEA President, the general officers and at-large representatives shall be elected by secret ballot from the five 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 five NEA identified minority groups is eligible to vote at the annual meeting.

Section 3: Candidates for offices may:

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

■ ARTICLE V: DUTIES OF THE GENERAL OFFICERS

Section 1: The Chairperson 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-Chairperson shall:

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

Section 3: The Secretary shall:

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

■ ARTICLE VI: AMENDMENTS TO BYLAWS

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

■ ARTICLE VII: PARLIMENTARY AUTHORITY

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

■ ARTICLE VIII: REIMBURSEMENT OF EXPENSES

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: STUDENT EDUCATION ASSOCIATION OF NEBRASKA

■ ARTICLE I: OFFICES

Section 1. Name. 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. Purposes

- (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.
 3. To strive for the advancement of better conditions under which teachers work and students learn.
 4. To develop among future educators, an understanding of the teaching profession through participation in professional activities.
 5. To create a background for future educators of the history, ethics, organization, policies and programs of local, state, and national education associations.

6. To give students preparing to teach, practical experience in working together and working with local, state, and national education associations on problems concerning education throughout the nation.

Section 3. Governance

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

■ ARTICLE II: MEMBERSHIPS

Section 1. Eligibility

- (a) Membership in SEAN shall be composed of students who are receiving preparation at the undergraduate or graduate level for a career in education, and who are duly chartered members in good standing of a recognized chapter of SEAN, where available. SEAN membership is not available to anyone who is currently eligible or has been eligible for active membership in NEA.
- (b) Members of SEAN shall also be members of duly chartered local student education associations where available, and the NEA-SP.
- (c) SEAN shall not deny membership on the basis of race, creed, national origin, age, or sexual orientation.

Section 2. Membership within the NEA

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

Section 3. Membership within the NSEA

- (a) Members of SEAN shall also be recognized as student members of the 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. The fiscal year of SEAN shall begin on the first day of September and end on the last day of August in each year.

Section 5. Membership Dues

- (a) The SEAN Executive Committee shall recommend the

dues of SEAN to the Delegate Assembly.

- (b) The dues of SEAN 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 this.

Section 6. Membership Code of Ethics

- (a) Members of the SEAN shall adhere to the code of ethics of the education profession.

ARTICLE III: POLICIES FOR 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 that of 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, except that 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. Composition

- (a) The state officers shall be a President, a Vice-President, Secretary, Underclass Representative, and a Regional Representative from each SEAN region.
- (b) A Technology Specialist shall apply to, and be appointed by, the Executive Committee for a term of one year, as an ex-officio member of the Executive Committee, without voting privileges and with duties assigned and determined by the Executive Committee.
- (c) Students appointed to an NEA national committee or office shall be included as an ex-officio member of the Executive Committee with voting privileges, and duties assigned and determined by the Executive Committee.

Section 2. Election. The President, Vice President, Secretary and Underclass Representative shall be elected by a majority vote of the voting delegates present at Delegate Assembly, to be held in the spring of the year (See Article III, Sec. 2.a.). Voting delegates at Delegate Assembly shall elect the Region Representatives from each region (See Article V, Sec. 2.a).

Section 3. Term of Office. Officers shall assume their official duties on the 1st of August following the Delegate Assembly at which they are elected and shall serve for a term of one year. The existing Executive Committee shall assist the newly elected Executive Committee through a transitional Executive Committee meeting which shall be held prior to the 1st of August.

Section 4. Eligibility. To be eligible for office, a person must be:

- (a) An undergraduate or a graduate student enrolled in an accredited institution. The Underclass Representative shall be a freshman or sophomore at the time of election to the office.
- (b) Preparing for a career in education.
- (c) A unified member of SEAN.
- (d) In good standing at their institution.

Section 5. Duties

(a) The duties of the state President shall be:

1. To preside at all state Executive Committee meetings of SEAN, including the 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 the NSEA Board of Directors.
7. To be representative to NEA-SP national meetings.

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

1. To assume presidential responsibilities in the absence of the President.
2. To share the responsibilities of contacting the local chapters.
3. To act as State Membership Chair.
4. To serve as an observer to one of the NSEA ad hoc committees if so appointed by the SEAN President.
5. To carry out any duties as assigned by the state President.

(c) The duties of the state Secretary shall be:

1. To keep the minutes of all Executive Committee meetings and distribute copies to all local associations.
2. To keep a list of all local association officers and sponsors.
3. To distribute information to the local associations at the President's request.
4. To keep in touch with the NEA-SP and secure information for the local chapters that the President deems advisable.
5. To record the proceedings of the SEAN Delegate Assembly and submit such proceedings to the SEAN organizer not later than 30 days after the close of the Delegate Assembly.
6. To serve as an observer to one of the NSEA ad hoc committees if so appointed by the SEAN President.

7. To perform other duties as directed by the President.

(d) The Underclass Representative can be elected as a freshman or sophomore and serve the following year, as a sophomore or junior. 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 scrapbook of SEAN activities including pictures, flyers, and memorabilia.
3. To perform other duties as directed by the state President and Executive Committee.
4. An individual who is a freshman or sophomore at the time of Delegate Assembly but will serve during their sophomore or junior year.

(e) The duties of the Regional Representative shall be:

1. To represent the local chapters on the state level.
2. To provide direct assistance in local chapter membership drives.
3. To foster good communication with the SEA chapters in their region by contacting either the student president or advisor by email or telephone once each month.
4. To serve as an observer to one of the NSEA ad hoc committees if so appointed by the SEAN President.
5. To document all contact with the local chapters by completing the regional contact forms provided by SEAN.

(f) At the SEAN Delegate Assembly each state officer will submit a verbal report of all activities conducted in the performance of their office to be used by incoming officers.

Section 6. Vacancy

(a) In case any state officer cannot perform their duties, or is seen to be unfit to perform their 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 council, before the Executive Committee to respond to the charges and present their case within 30 days of notification of grievances.
3. A majority vote of the Executive Committee is then required to remove and replace said officer through due process.

(b) When an office is vacated between terms:

1. The SEAN President shall be responsible for notify-

ing the local chapters of the vacancy.

2. The vacancy shall be filled by the Executive Committee at their next meeting.

■ ARTICLE V: REGIONS

Section 1. Determination. SEAN membership shall be divided into the following regions: the Southeast, the Northeast, the Western and the Metro.

Section 2. 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 chapter will be limited to one vote during elections of Regional Representative, no matter how many delegates are present from an individual chapter.

■ ARTICLE VI: EXECUTIVE COMMITTEE

Section 1. Composition

- (a) The Executive Committee shall be composed of the four elected state officers and four Regional Representatives.
- (b) Each SEAN region will be entitled to one representative.

Section 2. Duties. The Executive Committee shall:

- (a) Administer the policies and priorities of SEAN.
- (b) Serve in the capacity of planning, coordinating and conducting the work of all state meetings and leadership conferences.
- (c) Shall advise the coordination of regional meetings.

Section 3. Absence. An unexcused absence by a state Executive Committee member from two state Executive Committee meetings will constitute a vacancy in that position.

Section 4. State Organizer and Advisor

- (a) The state organizer and state advisor shall be ex-officio Executive Committee members without power to vote.
- (b) The state organizer shall be appointed to SEAN by NSEA.
- (c) The state advisor shall be selected by the SEAN Executive Committee, providing the individual gives consent to be the state advisor.
- (d) SEAN shall pay the state advisor's dues for NEA and NSEA membership for the year served as advisor.

■ ARTICLE VII: RULES OF PROCEDURE

Section 1. Parliamentary Procedure. All parliamentary procedure

will be in accordance with the current revised edition of Robert's Rules of Order.

Section 2. Voting

- (a) At all State 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) Voting at the Delegate Assembly:
 1. Voting will be by delegates in attendance.
 2. Each chapter with at least three (3) active members on the NSEA membership roles as of March 1 of the association year will be entitled to at least three (3) voting delegates.
 3. Each chapter will have one (1) delegate for each twenty (20) members (or major faction thereof).
 4. Any SEAN member is eligible to serve as a delegate to Delegate Assembly.
 5. Delegates to the Delegate Assembly shall be determined annually by election from each local chapter.
- (d) The Executive Committee of SEAN shall be ex-officio voting delegates to the Delegate Assembly.

Section 3. Quorum. A quorum for any SEAN meeting shall be a simple majority of the members present and voting.

Section 4. Election of State Officers

- (a) Each prospective candidate for state office shall:
 1. Fill out an application, which will be furnished to them.
 2. Submit an application form for review to the SEAN organizer at the end of the business session during which open nominations take place.
- (b) The election of all officers, state and regional, shall occur at Delegate Assembly.
- (c) All 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) All run-off elections shall be between the two candidates with the most votes.

Section 5. 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 budget.

- (d) To elect the state Executive Committee.
- (e) To elect delegates to the NSEA Delegate Assembly (number of delegates decided by NSEA Bylaws).

Section 6. Minutes. Copies of the minutes of the Delegate Assembly shall be sent to each local association within sixty (60) days after the Delegate Assembly.

■ ARTICLE VIII: MEETINGS

Section 1. 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 March 15th of the association year.

Section 2. NEA-SP National Meeting

- (a) The SEAN President shall be a delegate to the annual

meeting of the NEA-SP.

- (b) SEAN delegates to the NEA Representative Assembly shall also 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. Proposed Amendments. Amendments to these bylaws shall be proposed by any local association or the state Executive Committee and shall be made available to local association officers not less than one month 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 in attendance at the Delegate Assembly.

Section 2. Adoption of Amendments. Amendments to these Bylaws shall be adopted by an affirmative vote of two-thirds (2/3) of the voting delegates present.

Section 3. Consideration of Amendments. Amendments to these Bylaws may be considered at Delegate Assembly.

BYLAWS OF THE NSEA HIGHER ED ACADEMY

■ ARTICLE I: NAME.

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

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

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

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 (NSEA).

■ ARTICLE V: OFFICERS AND 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: DUTIES OF OFFICERS

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 Representatives 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 & 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 AND 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: EDUCATIONAL 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 AND 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 Chairperson, Vice-Chairperson, Secretary/Treasurer, and Communications Specialist. The Chair of the Committee shall be appointed by the NSEA President. The Vice-Chairperson, 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. Meetings of the Executive Committee shall be called by the Chairperson. The Executive Committee will 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 Chairperson.

Section 5. Duties of the Executive Committee shall be to:

- (a) Monitor the progress of the state and local associations in meeting the goals of the ESP Involvement Plan.
- (b) Prepare an Annual Report on ESP 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 ESP concerns and propose appropriate policy, resolution, and/or NSEA bylaw changes.
- (f) 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 scheduled 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 Chairperson shall:

- (a) Preside over all general membership meetings.
- (b) Call and preside over 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-Chairperson shall:

- (a) Act as presiding officer at the request of or in absence of the Chairperson.
- (b) Assist the Chairperson 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 comptroller/ Assistant Treasurer of NSEA and give a financial report at each meeting or upon the request of the Chairperson.

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 website 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 – PARLIMENTARY AUTHORITY

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

■ ARTICLE VIII – REIMBURSEMENT OF EXPENSES

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.

NEBRASKA STATE EDUCATION ASSOCIATION

CRAIG R. CHRISTIANSEN, EXECUTIVE DIRECTOR ♦ JESS WOLF, PRESIDENT
605 SOUTH 14TH STREET, LINCOLN, NE 68508
(402) 475-7611 OR (800) 742-0047
WWW.NSEA.ORG



CODE OF ETHICS OF THE EDUCATION PROFESSION

The educator, believing in the worth and dignity of each human being, recognizes the supreme importance of the pursuit of truth, devotion to excellence, and the nurture of democratic principles. Essential to these goals is the protection of freedom to learn and to teach and the guarantee of equal educational opportunity for all. The educator accepts the responsibility to adhere to the highest ethical standards.

The educator recognizes the magnitude of the responsibility inherent in the teaching process. The desire for the respect and confidence of one's colleagues, of students, of parents, and of members of the community provides the incentive to attain and maintain the highest possible degree of ethical conduct. The Code of Ethics of the Education Profession indicates the aspiration of all educators and provides standards by which to judge conduct.

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