# SENATE BILL NO. 282–SENATOR NGUYEN

## MARCH 15, 2023

## Referred to Committee on Education

SUMMARY—Revises provisions governing education. (BDR 34-532)

FISCAL NOTE: Effect on Local Government: May have Fiscal Impact. Effect on the State: No.

EXPLANATION - Matter in *bolded italics* is new; matter between brackets [omitted material] is material to be omitted.

AN ACT relating to education; clarifying that the hiring of staff by a principal of a local school precinct must conform to applicable collective bargaining agreements; requiring certain approval from an organizational team of a local school precinct to approve a plan of operation for the local school precinct; making the principal of a local school precinct a voting member of the organizational team; revising the procedure for the selection of a candidate to fill a vacancy in the position of principal of a local school precinct; and providing other matters properly relating thereto.

#### Legislative Counsel's Digest:

Existing law provides that each public school within a school district in this 1 23456789 State which has more than 100,000 pupils enrolled in its public schools (currently the Clark County School District) is deemed to be a local school precinct. (NRS 388G.530, 388G.600) Under existing law, a local school precinct is required to operate using site-based decision-making in which certain responsibilities are transferred from the large school district to the local school precinct. (NRS 388G.600) One function that the superintendent of the large school district is required to transfer from the large school district to the local school precinct is the selection for the local school precinct of teachers, administrators other than the 10 principal and other staff who work under the direction of the principal. (NRS 11 388G.610) Section 1 of this bill clarifies that the principal of the local school 12 13 district is required to select such staff in accordance with the applicable collective bargaining agreement.

Existing law requires the principal of a local school precinct to establish an organizational team for the local school precinct on or before October 1 of each school year. (NRS 388G.700) Under existing law, the organizational team for a local school precinct is required to consist of the principal as a nonvoting member,





18 teachers or other educational personnel at the local school precinct, persons employed at the local school precinct, other than teachers or other educational personnel, and parents or legal guardians of pupils who are enrolled at the local school precinct. (NRS 388G.720) Section 4 of this bill makes the principal of a local school precinct a voting member, rather than a nonvoting member, of the organizational team of the local school precinct. Existing law requires the principal of a local school precinct to develop a plan

Existing law requires the principal of a local school precinct to develop a plan 25 of operation for the local school precinct with the assistance and advice of the 26 organizational team. The plan of operation is required to include, without 27 28 29 30 limitation, a plan to improve the achievement of pupils enrolled in the local school precinct and a budget for the use of money allocated to the local school precinct. (NRS 388G.700) Under existing law, the principal is responsible for finalizing the plan of operation and, when the principal finalizes the plan of operation, the 31 principal is required to submit the plan for approval by the school associate 32 33 superintendent for that local school precinct. (NRS 388G.710) Existing law authorizes the school organizational team to submit to the school associate 34 superintendent objections to any part of the plan of operation and establishes a 35 36 procedure for the school associate superintendent to consider and respond to those objections. (NRS 388G.750) Section 6 of this bill removes the procedure for the 37 school organizational team to submit to the school associate superintendent 38 objections to the plan of operation and, instead, sections 2, 3 and 6 establish 39 procedures requiring a plan of operation to be approved by a vote of at least 75 40 percent of the members of the organizational team before the plan is submitted to 41 the school associate superintendent for approval. Under section 6, if a plan of 42 operation is not approved by a vote of at least 75 percent of the members of the 43 organizational team: (1) the principal of the local school precinct is required to 44 submit a notice to the school associate superintendent that includes a copy of the 45 proposed plan of operation and a statement of the reasons that the plan of operation 46 was not approved by the required vote of the organizational team; and (2) the 47 superintendent is required to develop and approve a plan of operation for the local 48 school precinct based on that information.

49 Existing law provides that when a vacancy occurs in the position of principal 50 for a local school precinct, the organizational team for the local school precinct is 51 required to establish a list of qualifications that the organizational team determines 52 are desirable for the next principal and provide that list to the superintendent. The 53 superintendent is required to interview qualified candidates and establish a list of at 54 least three but not more than five candidates to submit to the organizational team 55 and the organizational team is required to recommend one candidate to the 56 superintendent for the position of principal. (NRS 388G.740) Section 5 of this bill 57 establishes qualifications for the position of principal that the organizational team is 58 required to include in the list of qualifications submitted to the superintendent. 59 Section 5 also revises the procedure for filling a vacancy in the position of 60 principal for the local school precinct by requiring, rather than recommending, one 61 candidate to the superintendent. The organizational team is required to submit to 62 the superintendent a ranking of candidates for the position of principal. Finally, 63 section 5: (1) authorizes the organizational team to reject the selection by the 64 superintendent of a candidate for the position of principal if at least 75 percent of 65 the members of the organizational team vote to reject the selection; and (2) 66 provides that if the organizational team rejects the selection of the superintendent, 67 the superintendent is required to select a candidate for the position of principal from 68 the remaining candidates on the list submitted by the organizational team.





## THE PEOPLE OF THE STATE OF NEVADA, REPRESENTED IN SENATE AND ASSEMBLY, DO ENACT AS FOLLOWS:

1 Section 1. NRS 388G.610 is hereby amended to read as 2 follows:

3 388G.610 1. Except as otherwise provided in this section, the 4 superintendent shall transfer authority to each local school precinct to carry out responsibilities in accordance with this section and the 5 6 plan of operation approved for the local school precinct.

7 2. The superintendent shall transfer to each local school 8 precinct the authority to carry out the following responsibilities: 9

- (a) Select for the local school precinct the: (1) Teachers:
- 10 11

(2) Administrators other than the principal; and

12 (3) Other staff who work under the direct supervision of the 13 principal.

14 (b) Direct the supervision of the staff of the local school 15 precinct, including, without limitation, taking any necessary 16 disciplinary action which does not involve a violation of law or 17 which does not require an investigation to comply with the law.

18 (c) Procure such equipment, services and supplies as the local 19 school precinct deems necessary or advisable to carry out the plan of 20 operation for the local school precinct. Equipment, services and 21 supplies may be procured from the large school district in which the 22 local school precinct is located or elsewhere, but such procurement 23 must be carried out in accordance with the applicable policies of the 24 large school district.

25 (d) Develop a balanced budget for the local school precinct for 26 the use of the money allocated to the local school precinct, which 27 must include, without limitation, the manner in which to expend any 28 money not used for the purposes described in paragraphs (a), (b) and 29 (c).

30 (e) Any other responsibility for which authority is transferred 31 pursuant to subsection 7.

32 3. Except as otherwise provided in subsection 7, a large school 33 district shall remain responsible for paying for and carrying out all 34 other responsibilities necessary for the operation of the local school precincts and the large school district which have not been 35 36 transferred to the local school precincts pursuant to subsection 2, 37 including, without limitation, responsibility for:

(a) Negotiating the salaries, benefits and other conditions of 38 39 employment of administrators, teachers and other staff necessary for 40 the operation of the local school precinct:

41 (b) Transportation services; 42

(c) Food services:





- 1 (d) Risk management services; 2
  - (e) Financial services, including payroll services;

3 (f) Qualifying employees for any position within the large 4 school district;

- (g) Services to promote and ensure equity and diversity;
- (h) Services to ensure compliance with all laws relating to civil 6 7 rights;
- 8 (i) Identification. evaluation, placement. program pupil assignment and other services provided to pupils pursuant to the 9 Individuals with Disabilities Education Act, 20 U.S.C. §§ 1400 et 10 seq., and the regulations adopted pursuant thereto, or pursuant to 11 12 section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794, and 13 the regulations adopted pursuant thereto;
- 14 (j) Legal services;

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- 15 (k) Maintenance and repair of buildings;
- 16 (1) Maintenance of the grounds of the local school precinct;
- 17 (m) Custodial services;
- 18 (n) Implementation of the master plan developed for English 19 learners;
- 20 (o) Internal audits:
- 21 (p) Information technology services;
- 22 (q) Police services;
  - (r) Emergency management services;
- 24 (s) Carrying out state mandated assessments and accountability 25 reports;
- 26 (t) Capital projects; and
- 27 (u) Utilities.

28 4. The principal of a local school precinct shall select for the 29 local school precinct the staff described in paragraph (a) of 30 subsection 2 in accordance with the applicable collective 31 *bargaining agreements.* To the greatest extent possible, the 32 principal of a local school precinct shall select teachers who are 33 licensed and in good standing before selecting substitutes to teach at 34 the local school precinct. The principal, in consultation with the 35 organizational team, shall make every effort to ensure that effective licensed teachers are employed at the local school precinct. 36

37 5. If a large school district is unable to provide any necessary maintenance or repair of the buildings or grounds of a local school 38 precinct in a timely manner, the large school district must, at the 39 expense of the large school district, procure any equipment, services 40 and supplies necessary from another entity or business to provide 41 42 such maintenance or repair for the local school precinct or take any 43 other necessary action.

44 6. To the extent that any member of the staff of central services 45 is assigned to provide services at a local school precinct on a





temporary or permanent basis, the decision regarding the assignment
and any subsequent reassignment of the member of the staff must be
made in consultation with the principal of the local school precinct
and the school associate superintendent.

5 7. On or before January 15 of each year, the superintendent 6 shall determine, in consultation with the principals, school associate 7 superintendents and organizational teams of each local school 8 precinct, any additional authority that is not listed in subsection 2 to 9 recommend transferring to one or more local school precincts. Such authority may include the authority to carry out any of the 10 responsibilities listed in subsection 3 which is not prohibited by law, 11 12 other than the responsibility for capital projects, if it is determined 13 that transferring the authority will serve the best interests of the 14 pupils. The recommendation to transfer authority to one or more local school precincts must be submitted for approval by the board 15 16 of trustees of the large school district. The board of trustees of the 17 large school district shall consider such a recommendation and determine whether to approve the transfer of additional authority at 18 19 its next regularly scheduled meeting if submitted within 5 working 20 days before the next regularly scheduled meeting and otherwise the 21 recommendation shall be considered at the following meeting.

8. If the authority to carry out any responsibility is transferred to a local school precinct pursuant to subsection 7, the large school district must allocate additional money to the local school precinct in an amount equal to the amount that would otherwise be paid by the large school district to carry out the responsibility.

27 28 **Sec. 2.** NRS 388G.700 is hereby amended to read as follows: 388G.700 1. The principal of a local school precinct shall:

(a) Establish an organizational team for the local school precinct
consisting of the members described in NRS 388G.720 on or before
October 1 of each school year;

(b) Develop the proposed plan of operation for the local school
 precinct for the next school year with the assistance and advice of
 the organizational team; [and]

(c) [Submit] If the proposed plan of operation for the local
school precinct is approved by a vote of at least 75 percent of the
members of the organizational team for the local school precinct,
submit the proposed plan of operation [for the local school precinct]
to the school associate superintendent for approval [.]; and

40 (d) If the proposed plan of operation for the local precinct is 41 not approved by a vote of at least 75 percent of the members of the 42 organizational team, notify the school associate superintendent in 43 accordance with NRS 388G.750.

44 2. [The] In accordance with the applicable collective 45 bargaining agreement, the principal of the local school precinct





1 shall select staff for the local school precinct as necessary to carry 2 out the plan of operation from a list provided by the superintendent.

3 The plan of operation for the local school precinct must 3. 4 include, without limitation:

5 (a) A plan to improve the achievement of pupils enrolled in the 6 local school precinct, regardless of whether such a plan is required 7 to be prepared pursuant to NRS 385A.650; and

8 (b) A budget which itemizes the manner in which the local 9 school precinct will use the money allocated to the local school 10 precinct.

The budget included in the plan of operation for the local 11 4. 12 school precinct pursuant to subsection 3 must be based upon the 13 average unit cost for each type of employee of the local school 14 precinct established pursuant to paragraph (a) of subsection 1 of NRS 388G.650, the actual cost for the procurement of equipment, 15 16 services and supplies for the local school precinct and the actual cost 17 of any other item included in the budget of the local school precinct. 18 The budget must be developed in accordance with the criteria for 19 determining budgetary priorities established by the board of trustees 20 of the large school district pursuant to NRS 387.301. 21

**Sec. 3.** NRS 388G.710 is hereby amended to read as follows:

22 388G.710 1. Before the organizational team conducts a vote 23 on approving a plan of operation for [a] the local school precinct, 24 the principal of the local school precinct shall present the plan at a 25 public meeting held in accordance with subsection 2 at the local 26 school precinct to which the plan of operation applies.

27 The principal shall post notice of the meeting not less than 3 28 working days before the date on which the meeting will be held. 29 Members of the public must be allowed to attend any portion of the meeting, except any portion of the meeting during which 30 confidential information is discussed, and each meeting must 31 32 include a period for public comment. A meeting held pursuant to 33 this subsection is not subject to the provisions of chapter 241 of NRS. 34

35 3. [When] The principal shall not finalize the plan of operation for the local school precinct unless the plan of operation 36 37 has been approved by at least 75 percent of the members of the 38 organizational team. If the plan of operation for the local school precinct is finalized by the principal, the principal must submit the 39 40 plan to the school associate superintendent for approval. After 41 receipt of the plan of operation *pursuant to this subsection*, the 42 school associate superintendent must approve or deny the plan of 43 operation within 10 days. The plan of operation must be approved 44 unless any provision of the plan violates any federal or state law or 45 policy of the large school district.





1 4. If the school associate superintendent:

2 (a) Approves the plan of operation for a local school precinct, 3 the school associate superintendent must notify the principal of the 4 local school precinct and cause the plan of operation to be posted on 5 the Internet website of the large school district and on the Internet 6 website of the local school precinct and make the plan of operation 7 available to any person upon request.

8 (b) Does not approve the plan of operation for a local school 9 precinct, the school associate superintendent must notify the principal of the local school precinct of the reasons for not 10 approving the plan and post those reasons on the Internet website of 11 12 the large school district and on the Internet website of the local 13 school precinct and make the plan of operation available to any 14 person upon request. The school associate superintendent must 15 assist the principal as necessary to revise the plan of operation.

5. Any adjustment to the budget that the principal of the local school precinct determines is necessary after the plan of operation has been approved *pursuant to this section or NRS 388G.750* may be made upon consultation with the organizational team and approval of the school associate superintendent.

**Sec. 4.** NRS 388G.720 is hereby amended to read as follows:

22 388G.720 1. The organizational team for a local school 23 precinct must consist of:

(a) The principal of the local school precinct who shall serve as
 a [nonvoting] voting member.

26 (b) At least two but not more than four members, as determined 27 by the principal, who are teachers or other licensed educational 28 personnel at the local school precinct who are elected by a vote of 29 the teachers and other licensed educational personnel at the local 30 school precinct and at least one-half of whom are members of the 31 association representing teachers and other licensed educational 32 personnel. The association shall establish the process for nominating 33 and electing the members pursuant to this paragraph, which must 34 allow all teachers and other licensed educational personnel an 35 opportunity to participate and be elected regardless of whether the 36 teachers or other licensed educational personnel are members of the 37 association.

38 (c) One member who is employed at the local school precinct, 39 other than a teacher or other licensed educational personnel, who is 40 elected by a vote of all such employees, other than teachers or other 41 licensed educational personnel, except that if four members are elected pursuant to paragraph (b), then two members who are 42 43 elected by a vote of all such employees and who are members of an 44 organization that represents those employees. The organization that 45 represents those employees shall establish the process for



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nominating and electing the members pursuant to this paragraph,
 which must allow any eligible employee an opportunity to vote
 regardless of whether the employee is a member of the organization.

4 (d) A number of parents or legal guardians of pupils who are 5 enrolled at the local school precinct which represents 50 percent of 6 the total number of voting members if possible, or, if fewer are 7 available to accept membership, then the greatest number of parents or legal guardians available. The parents or legal guardians must be 8 9 elected by a vote of all parents and legal guardians of pupils enrolled at the local school precinct. A parent or legal guardian who 10 is a teacher or other licensed educational personnel or employee of 11 12 the local school precinct may not be elected to serve as a member 13 pursuant to this paragraph, but may be elected to serve as a member 14 of the organizational team pursuant to paragraph (b) or (c), as 15 applicable. The association of parents for the school, if there is one, 16 must establish the process for nominating and electing these 17 members pursuant to this paragraph. If no such association exists, 18 the principal of the local school precinct must inform all parents and 19 legal guardians of the opportunity to serve on the organizational team and provide the parents and guardians with information about 20 21 the responsibilities associated with serving as a member of the 22 organizational team, the manner in which to submit a name to be 23 included on a ballot, the date on which a vote will be taken and any 24 other relevant information. The principal must post such information 25 on the Internet website of the local school precinct and provide the 26 information to the superintendent who shall post the information on 27 the Internet website of the large school district. The information 28 must also be made available to any person upon request.

29 2. If one or more specialty schools exist within a local school 30 precinct, at least one member selected pursuant to paragraphs (b) 31 and (d) of subsection 1 must represent each specialty school on the 32 organizational team.

33 In addition to the members described in subsection 1, if the 3. 34 local school precinct is a middle school, junior high school or high 35 school, the organizational team must have one nonvoting member 36 who is a pupil enrolled at the local school precinct who is elected by 37 a vote of all of the pupils enrolled at the local school precinct. Any 38 pupil who attends the local school precinct may request to be placed 39 on the ballot to be elected to serve as a member of the organizational 40 team pursuant to this subsection. A teacher or administrator of the 41 local school precinct may nominate a pupil but the pupil may only 42 be placed on the ballot if the pupil agrees to have his or her name 43 placed on the ballot. The principal of the local school precinct shall 44 cause a vote to be taken of the entire student body at the local school 45 precinct through secret ballot to elect the pupil member. A member





elected pursuant to this subsection may only provide assistance and
 advice regarding the plan of operation for the local school precinct.

4. The organizational team may select one or more nonvoting advisory members from the community at large to assist the organizational team and provide input from the community. Such members must not be the parent or legal guardian of a pupil who attends the local school precinct and must not otherwise be qualified to serve as a voting member of the organizational team.

5. The principal of a local school precinct shall assist as necessary with establishing the process for nominating and electing the members described in subsection 1 and shall ensure that each member who is elected pursuant to paragraph (d) of subsection 1 is informed that the member is not an employee of the local school precinct or the large school district and of any potential liability for serving as a member of the organizational team.

16 6. A person who receives the highest number of votes must be 17 appointed to the organizational team regardless of the total number 18 of votes cast for the position.

19 7. Except as otherwise provided in this subsection, an 20 organizational team and its members who are not employees of the 21 large school district are immune from liability for civil damages as a 22 result of an act or omission in performing any of the duties of the 23 organizational team as set forth in NRS 388G.700 to 388G.750, 24 inclusive. This subsection does not restrict the liability of a local 25 school precinct or the large school district for an act or omission of 26 an organizational team or its members in performing the duties 27 described in NRS 388G.700 to 388G.750, inclusive.

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**Sec. 5.** NRS 388G.740 is hereby amended to read as follows: 388G.740 1. An organizational team shall:

30 (a) Provide assistance and advice to the principal of the local
31 school precinct regarding the development of the plan of operation
32 for the local school precinct [;] and vote on whether to approve that
33 plan of operation;

(b) Provide continued assistance and advice to the principal of
the local school precinct in carrying out the plan of operation for the
local school precinct; and

(c) Whenever a vacancy occurs in the position of principal for
the local school precinct, assist with the selection of the next
principal in accordance with the provisions of this section.

40 2. The organizational team may provide input regarding the 41 principal of the local school precinct to the school associate 42 superintendent not more than two times each school year.

43 3. Whenever a vacancy occurs in the position of principal for 44 the local school precinct, the organizational team shall establish a 45 list of qualifications that the organizational team determines are





1 desirable for the next principal of the local school precinct and 2 provide the list to the superintendent. *The list of qualifications must* 

3 include, without limitation, qualifications relating to the:

4 (a) Employment history of the candidate;

5 (b) Ability of the candidate to connect and communicate with 6 pupils;

7 (c) Ability of the candidate to provide a safe and respectful 8 learning environment pursuant to NRS 388.1321; and

9 (d) Strategies the candidate would implement to improve the 10 achievement of pupils.

**4.** The superintendent shall post notice of the vacancy [.] *pursuant to subsection 3.* The superintendent shall interview qualified candidates and establish a list of at least three but not more than five candidates to submit to the organizational team. One member of the organizational team must be allowed to participate in interviewing candidates with the superintendent.

17 From the list of candidates submitted by **[4.] 5**. the 18 superintendent pursuant to subsection [3, ]4, the organizational team 19 shall [recommend one candidate] rank the candidates for the 20 position of principal by preference and submit a list with that 21 *ranking* within 15 school days after receipt of the recommendation. 22 The superintendent, in consultation with the school associate 23 superintendent, must [, in his or her sole discretion, determine 24 whether to hire the] select a candidate [recommended.

25 —<u>5.</u>] to hire for the position of principal. The organizational
26 team may reject the selection of the candidate if at least 75 percent
27 of the members of the organizational team vote to do so. The
28 superintendent must then select a candidate from the remaining
29 members of the list submitted pursuant to subsection 4.

6. Each person who participates in interviewing candidates
pursuant to this section shall comply with all laws that apply to an
employer when making a decision about employment.

After the principal of the local school precinct is hired,
 the superintendent may, in his or her sole discretion, reassign and
 make other employment decisions concerning the principal.

36 Sec. 6. NRS 388G.750 is hereby amended to read as follows:

37 388G.750 1. If fan organizational team objects to any part of 38 the *proposed* plan of operation for the local school precinct [that is 39 submitted by the principal of the local school precinct for approval 40 pursuant to NRS 388G.700, the organizational team may submit a 41 request to the school associate superintendent to consider revising 42 the plan in accordance with the recommendations] is not approved by a vote of at least 75 percent of the members of the 43 organizational team, the principal of the local school precinct 44 45 must notify the school associate superintendent that the proposed





1 plan of operation has not been approved. The principal shall 2 include in the notice a copy of the proposed plan of operation and 3 a statement of the reasons that the proposed plan of operation has 4 not been approved by a vote of at least 75 percent of the 5 organizational team.

6 2. If the school associate superintendent receives a [request]
7 *notice* pursuant to subsection 1, the school associate superintendent
8 must [consider the recommendations of the organizational team and
9 provide a written response to the organizational team upon making a
10 final determination about the plan of operation for the local school

11 precinct within 5 working days.

12 <u>- 3. If the school associate superintendent:</u>

(a) Agrees with the recommendations of the organizational
 team, the school associate superintendent must work with the
 principal of the local school precinct to revise the plan of operation.

(b) Does not agree with the recommendations of the
 organizational team, the school associate superintendent must
 inform the organizational team pursuant to subsection 2.

-4. If the school associate superintendent does not agree with 19 20 the recommendations of the organizational team, the organizational 21 team may appeal the decision of the school associate 22 superintendent] submit the notice provided pursuant to subsection 23 *I* to the superintendent **[**. The superintendent must consider such an 24 appeal within 5 days after receipt of the appeal. The decision of and, based on the information included in the notice, the 25 26 superintendent must develop and approve a plan of operation for the local school precinct. The school associate superintendent 27 must notify the principal of the local school precinct of the 28 29 development and approval of a plan of operation by the superintendent and cause the plan of operation to be posted on 30 the Internet website of the large school district and on the Internet 31 32 website of the local school precinct and make the plan of 33 operation available to any person upon request. The development and approval of a plan of operation by the superintendent pursuant 34 35 to this subsection is final and not subject to any further appeal or 36 iudicial review.

37 Sec. 7. 1. This section becomes effective upon passage and 38 approval.

39 2. Sections 1 to 6, inclusive, of this act become effective:

40 (a) Upon passage and approval for the purpose of adopting any
41 regulations and performing any other preparatory administrative
42 tasks that are necessary to carry out the provisions of this act; and
43 (b) On July 1, 2024, for all other purposes.



