

Amendment No. 411

Senate Amendment to Senate Bill No. 344	(BDR 34-4)
Proposed by: Senate Committee on Education	
Amends: Summary: No Title: Yes Preamble: No Joint Sponsorship: No Digest: Yes	

Adoption of this amendment will REMOVE the unfunded mandate from S.B. 344.
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ASSEMBLY ACTION			Initial and Date	SENATE ACTION			Initial and Date		
Adopted	<input type="checkbox"/>	Lost	<input type="checkbox"/>	_____	Adopted	<input type="checkbox"/>	Lost	<input type="checkbox"/>	_____
Concurred In	<input type="checkbox"/>	Not	<input type="checkbox"/>	_____	Concurred In	<input type="checkbox"/>	Not	<input type="checkbox"/>	_____
Receded	<input type="checkbox"/>	Not	<input type="checkbox"/>	_____	Receded	<input type="checkbox"/>	Not	<input type="checkbox"/>	_____

EXPLANATION: Matter in (1) *blue bold italics* is new language in the original bill; (2) variations of green bold underlining is language proposed to be added in this amendment; (3) ~~red strikethrough~~ is deleted language in the original bill; (4) ~~purple double strikethrough~~ is language proposed to be deleted in this amendment; (5) orange double underlining is deleted language in the original bill proposed to be retained in this amendment.



SENATE BILL NO. 344—SENATOR NEAL

MARCH 20, 2023

Referred to Committee on Education

SUMMARY—Revises provisions governing education. (BDR 34-4)

FISCAL NOTE: Effect on Local Government: May have Fiscal Impact.
Effect on the State: Yes.

~~{CONTAINS UNFUNDED MANDATE (§ 11)
(NOT REQUESTED BY AFFECTED LOCAL GOVERNMENT)}~~

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EXPLANATION – Matter in *bolded italics* is new; matter between brackets ~~omitted material~~ is material to be omitted.

AN ACT relating to education; prohibiting certain practices that impede public comment at meetings of boards of trustees of large school districts and local school precincts; requiring large school districts to undergo certain audits regardless of the availability of certain funds; ~~revising provisions governing the qualifications for the hiring of certain school officials;~~ **prescribing certain requirements for obtaining a license to serve as a substitute teacher;** requiring evaluations for certain school officials; prohibiting certain governing bodies from using certain methods to ~~support~~ sponsor or operate a charter school; ~~requiring~~ **authorizing** all employers to provide paid leave for certain employees to attend certain school meetings; and providing other matters properly relating thereto.

Legislative Counsel’s Digest:

- 1 Existing law provides certain requirements governing the conduct of meetings held by the
- 2 board of trustees of a school district. (NRS 386.330) Existing law also provides certain
- 3 requirements governing open meetings, including requirements governing the access of all
- 4 persons to such meetings that are held either in a physical location or through a remote
- 5 technology system and providing notice of such meetings. (NRS 241.020) **Section 1** of this
- 6 bill prohibits the board of trustees of a large school district from impeding, interfering with or
- 7 discouraging public comment during a meeting.
- 8 Existing law requires the principal of a local school precinct to present a plan of operation
- 9 for the local school precinct at a public meeting held at the local school precinct to which the
- 10 plan of operation applies. (NRS 388G.710) Existing law also provides certain requirements
- 11 governing notice of meetings of an organizational team for a local school precinct. (NRS
- 12 388G.730) **Sections 5 and 6** of this bill prohibit the principal and organizational team from
- 13 discouraging public comment during such meetings.
- 14 Existing law requires, in general, that, to the extent that money is made available by the
- 15 Legislature, each school district undergo an audit every 6 years to determine its adherence to
- 16 certain financial management principles. (NRS 387.607, 387.613, 387.622) **Section 2** of this
- 17 bill requires that large school districts undergo such an audit regardless of the availability of
- 18 money from the Legislature.

Existing law requires the superintendent of schools of a large school district to assign a school associate superintendent to oversee local school precincts. Existing law also requires the superintendent to interview candidates in the event of a vacancy in the position of school associate superintendent. (NRS 388G.620) Existing law prescribes the duties of a school associate superintendent and requires the school associate superintendent to be held accountable for all aspects of the performance of the local school precincts to which he or she is assigned to oversee. (NRS 388G.630) Existing law authorizes the board of trustees of a school district to employ a superintendent of schools. (NRS 391.110) **Section 3** of this bill requires a ~~candidate for the position of~~ school associate superintendent to ~~possess at least 5 years of experience with academic achievement and pupil performance as an employee of a public school in this State.~~ , after being hired for such a position, research certain laws governing education in Nevada and programs and policies of the district in which the school associate superintendent is employed that have been enacted in the 5 years before the date of his or her hiring. **Section 8** of this bill requires a ~~candidate for the position of~~ superintendent of schools to ~~possess at least~~ conduct similar research for the 10 years ~~of such experience.~~ **Section 4** of this bill requires a school associate superintendent to undergo an annual evaluation based on an objective evaluation policy developed by the board of trustees of a school district in which the school associate superintendent is assigned to oversee, which includes, without limitation ~~the~~ (1) an evaluation of the effectiveness of the school associate superintendent at improving the academic achievement and performance of pupils ~~the~~ ; and (2) a demonstration of mastery of the material required to be researched by section 3. **Section ~~7~~ 7.1** of this bill establishes similar provisions for a superintendent of schools.

Existing law requires the Commission on Professional Standards in Education to adopt regulations prescribing the qualifications for licensing teachers and other educational personnel. (NRS 391.019) Existing law sets forth the kinds of licenses for teachers and other educational personnel in this State. (NRS 391.031) Section 7.2 of this bill requires a person to, before obtaining a license to serve as a substitute teacher: (1) hold an associate's degree or a higher degree; (2) have completed at least 60 credit hours at an accredited college or university; or (3) hold a highly qualified substitute teacher certificate if an institution within the Nevada System of Higher Education offers such a certificate. Additionally, section 7.2 prohibits the Superintendent of Public Instruction from issuing an endorsement or license to serve as a substitute teacher to a person who does not meet such requirements.

Existing law requires an employer in private employment who has 50 or more employees in this State to provide a certain amount of paid leave to an employee. Existing law authorizes an employer to impose certain limitations on the accrual and use of paid leave and exempts certain employers from the requirements of existing law. (NRS 608.0197) In addition to this existing paid leave, **section 12** of this bill ~~requires~~ authorizes such an employer to provide to an employee who is the parent or legal guardian of a child as much leave as required for the purpose of attending any meeting of the school or school district ~~for~~ in which the child of an employee is enrolled, ~~the~~ and ~~(2)~~ at which the attendance of a parent or legal guardian is encouraged or required ~~the~~ , including, without limitation: (1) parent-teacher conferences; (2) awards ceremonies; and (3) meetings related to the grades or academic performance of a child. **Section 11** of this bill similarly ~~requires~~ authorizes an employee in the public service to be granted as much administrative leave as is required for the purpose of attending such meetings. **Section 13** of this bill makes a conforming change to indicate the proper placement of **section 12** in the Nevada Revised Statutes.

Sections 9 and 10 of this bill prohibit the governing bodies of counties and cities in this State from: (1) sponsoring or operating a charter school; (2) establishing a corporation for public benefit or a nonprofit organization to sponsor or operate a charter school; (3) expending money to provide direct or indirect support to a charter school; or (4) awarding a grant to a corporation for public benefit or a nonprofit organization for the purpose of ~~supporting or~~ operating a charter school. However, section 10 provides an exemption for any public educational activities and programs that are funded, either directly or indirectly, by a city council or other governing body of an incorporated city of the State.

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

1 **Section 1.** NRS 386.330 is hereby amended to read as follows:

2 386.330 1. The board of trustees shall hold a regular meeting at least once
3 each month, at such time and place as the board shall determine.

4 2. Special meetings of the board of trustees shall be held at the call of the
5 president whenever there is sufficient business to come before the board, or upon
6 the written request of three members of the board.

7 3. The clerk of the board of trustees shall give written notice of each special
8 meeting to each member of the board of trustees by personal delivery of the notice
9 of the special meeting to each trustee at least 1 day before the meeting, or by
10 mailing the notice to each trustee's residence of record, by deposit in the United
11 States mails, postage prepaid, at least 4 days before the meeting. The notice shall
12 specify the time, place and purpose of the meeting. If all of the members of the
13 board of trustees are present at a special meeting, the lack of notice shall not
14 invalidate the proceedings of the board of trustees.

15 4. A majority of the members of the board of trustees shall constitute a
16 quorum for the transaction of business, and no action of the board of trustees shall
17 be valid unless such action shall receive, at a regularly called meeting, the approval
18 of a majority of all the members of the board of trustees.

19 5. In any county whose population is 55,000 or more, the board of trustees
20 may cause each meeting of the board to be broadcast on a television station created
21 to provide community access to cable television by using the facilities of the school
22 district, county or any city located in the county. The board of trustees and the
23 county or city shall cooperate fully with each other to determine:

24 (a) The feasibility of televising the meetings of the board of trustees;

25 (b) The costs to televise the meetings of the board of trustees for each proposed
26 method of televising; and

27 (c) The number of potential viewers of the meetings of the board of trustees for
28 each proposed method of televising.

29 **6. *In addition to complying with all applicable requirements of chapter 241***
30 ***of NRS, the board of trustees of a large school district, as defined in NRS***
31 ***388G.530, may not impede or interfere with the ability of a member of the public***
32 ***to give comment during a meeting or engage in any practice to discourage***
33 ***members of the public from giving comment, including, without limitation, by***
34 ***requiring:***

35 ***(a) A request to be filed on an Internet website of the board of trustees before***
36 ***giving public comment; or***

37 ***(b) A member of the public to obtain the permission of the board of trustees***
38 ***or any employee of the board of trustees before giving public comment.***

39 **Sec. 2.** NRS 387.607 is hereby amended to read as follows:

40 387.607 1. The provisions of NRS 387.602 to 387.644, inclusive, apply
41 ~~only~~:

42 ***(a) To each large school district, as defined in NRS 388G.530; and***

43 ***(b) To all other school districts,*** to the extent that money is made available by
44 the Legislature to carry out the provisions of those sections.

45 2. The Legislative Counsel Bureau may accept gifts, grants and other sources
46 of money to provide financial assistance in expanding the number of school
47 districts selected for reviews pursuant to NRS 387.602 to 387.644, inclusive.

1 **Sec. 3.** NRS 388G.620 is hereby amended to read as follows:

2 388G.620 1. The superintendent shall assign a school associate
3 superintendent to oversee one or more local school precincts.

4 2. Whenever a vacancy occurs in the position of school associate
5 superintendent, the superintendent shall post notice of the vacancy. The
6 superintendent shall interview qualified candidates for the vacant position. ~~A~~
7 ~~qualified candidate must have at least 5 years of experience with the academic~~
8 ~~achievement and performance of pupils as an employee of a public school in this~~
9 ~~State.~~

10 3. At least one, but not more than two representatives of the principals of the
11 local school precincts overseen by the vacant position must be allowed to
12 participate in interviewing candidates for the vacant position. If the local
13 governmental agency which has the most schools that are overseen by the vacant
14 position is:

15 (a) A city, the governing body of the city may appoint one representative to
16 participate in interviewing candidates for the vacant position.

17 (b) Not a city, the board of county commissioners for the county in which the
18 large school district is located may appoint one representative to participate in
19 interviewing candidates for the vacant position.

20 ~~3.~~ 4. Each person who participates in interviewing candidates pursuant to
21 subsection 2 shall comply with all laws that apply to an employer when making a
22 decision about employment.

23 ~~4.~~ 5. Upon completion of the interviews pursuant to subsection 2 and before
24 the superintendent makes a final determination about which candidate to hire, the
25 superintendent must notify the governing body of the city or the board of county
26 commissioners for the county, as applicable, regarding the candidate whom the
27 superintendent intends to hire. After receiving such notice, the governing body of
28 the city or the board of county commissioners, as applicable, may hold a public
29 meeting within 10 days to question the superintendent and the candidate for the
30 vacant position and receive public input. After any such meeting or, if no such
31 meeting is held, after 10 days, the superintendent shall, in his or her sole discretion,
32 hire a candidate for the vacant position.

33 ~~5.~~ 6. After the school associate superintendent is hired, the school
34 associate superintendent must research any statutes and regulations governing
35 education in Nevada and any programs and policies of the district in which the
36 associate school superintendent is employed that have been enacted in the 5 years
37 before the date of his or her hiring. The school associate superintendent must
38 demonstrate mastery of such knowledge at the annual evaluation conducted
39 pursuant to subsection 2 of NRS 388G.630.

40 7. After the school associate superintendent is hired, the superintendent may,
41 in his or her sole discretion, reassign and make other employment decisions
42 concerning the school associate superintendent.

43 **Sec. 4.** NRS 388G.630 is hereby amended to read as follows:

44 388G.630 1. A school associate superintendent shall, with respect to each
45 local school precinct to which he or she is assigned to oversee:

46 (a) Provide training to and supervise the principal of the local school precinct;

47 (b) Review and approve the plan of operation for the local school precinct and
48 assist the principal of the local school precinct in making any necessary revisions to
49 the plan;

50 (c) Ensure that each local school precinct to which he or she is assigned to
51 oversee remains in compliance with all applicable federal, state and local laws;

52 (d) Provide a report in person, not less than quarterly, to the governing body of
53 each city and county within which a local school precinct to which he or she is

1 assigned to oversee is located and, if created pursuant to NRS 388G.760, to the
2 Community Education Advisory Board; and

3 (e) Carry out any other duties assigned by the superintendent at his or her
4 discretion or after approval by the superintendent of a request made by the local
5 school precinct.

6 2. *Each board of trustees of a school district, following consultation with
7 and involvement of elected representatives of administrative personnel or their
8 designated representatives, shall develop an objective policy for the objective
9 evaluation of a school associate superintendent. The school associate
10 superintendent must receive one evaluation during each school year of his or her
11 employment. Such an evaluation must include, without limitation, a
12 demonstration of mastery of the requirements of subsection 6 of NRS 388G.620
13 and an evaluation of the effectiveness of the school associate superintendent in
14 improving the academic achievement and performance of pupils in the local
15 school precincts to which he or she is assigned to oversee based upon any
16 relevant data in the annual report of accountability prepared pursuant to NRS
17 385A.070. The evaluation of the effectiveness of the school associate
18 superintendent in improving the academic achievement and performance of
19 pupils must constitute at least 25 percent of the annual evaluation of the school
20 associate superintendent.*

21 3. The school associate superintendent must be held accountable for all
22 aspects of the performance of each local school precinct to which he or she is
23 assigned to oversee. As used in this subsection, “performance” means the overall
24 operation of each such local school precinct as measured by:

25 (a) The satisfaction of the parents and legal guardians of pupils and the
26 teachers, administrators and other staff of the local school precinct as determined
27 by the surveys administered pursuant to NRS 388G.800; and

28 (b) The progress made by the local school precinct to satisfy the goals and
29 objectives set forth in the statewide system of accountability for public schools.

30 **Sec. 5.** NRS 388G.710 is hereby amended to read as follows:

31 388G.710 1. Before approving a plan of operation for a local school
32 precinct, the principal of the local school precinct shall present the plan at a public
33 meeting held in accordance with subsection 2 at the local school precinct to which
34 the plan of operation applies.

35 2. The principal shall post notice of the meeting not less than 3 working days
36 before the date on which the meeting will be held. Members of the public must be
37 allowed to attend any portion of the meeting, except any portion of the meeting
38 during which confidential information is discussed, and each meeting must include
39 a period for public comment. A meeting held pursuant to this subsection is not
40 subject to the provisions of chapter 241 of NRS. *During a period of public
41 comment included pursuant to this subsection, the principal and organizational
42 team may not impede or interfere with the ability of a member of the public to
43 give comment or engage in any practice to discourage members of the public
44 from giving comment, including, without limitation, by requiring:*

45 (a) *A request to be filed on an Internet website of the local school precinct
46 before giving public comment; or*

47 (b) *A member of the public to obtain the permission of the principal,
48 organizational team or any employee of the local school precinct before giving
49 public comment.*

50 3. When the plan of operation for the local school precinct is finalized by the
51 principal, the principal must submit the plan to the school associate superintendent
52 for approval. After receipt of the plan of operation, the school associate
53 superintendent must approve or deny the plan of operation within 10 days. The plan

1 of operation must be approved unless any provision of the plan violates any federal
2 or state law or policy of the large school district.

3 4. If the school associate superintendent:

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

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

16 5. Any adjustment to the budget that the principal of the local school precinct
17 determines is necessary after the plan of operation has been approved may be made
18 upon consultation with the organizational team and approval of the school associate
19 superintendent.

20 **Sec. 6.** NRS 388G.730 is hereby amended to read as follows:

21 388G.730 1. Upon the establishment of an organizational team pursuant to
22 NRS 388G.700, the principal of the local school precinct shall schedule the first
23 meeting of the team and act as the chair of the team until a chair is selected. The
24 first item of business for the organizational team must be to select a chair and vice
25 chair from among its members.

26 2. A majority of the voting members of the organizational team constitutes a
27 quorum for purposes of voting. A majority vote of the quorum is required to take
28 action with respect to any matter.

29 3. Notice of a meeting of the organizational team must be posted not less than
30 3 working days before the date on which the meeting will be held. Members of the
31 public must be allowed to attend any portion of the meeting, except any portion of
32 the meeting during which confidential information is discussed, and each meeting
33 must include a period for public comment. A meeting held pursuant to this
34 subsection is not subject to the provisions of chapter 241 of NRS. *During a period
35 of public comment included pursuant to this subsection, the principal and
36 organizational team may not impede or interfere with the ability of a member of
37 the public to give comment or engage in any practice to discourage members of
38 the public from giving comment, including, without limitation, by requiring:*

39 (a) *A request to be filed on an Internet website of the local school precinct
40 before giving public comment; or*

41 (b) *A member of the public to obtain the permission of the principal,
42 organizational team or any employee of the local school precinct before giving
43 public comment.*

44 4. Each member of the organizational team serves until October 1 of the year
45 following his or her election and may serve additional terms.

46 5. The organizational team must meet not less than one time each month
47 during the school year.

48 6. If a vacancy occurs in the membership of the organizational team, a new
49 member must be elected in the same manner as the original selection, and the
50 vacancy must be filled within 30 days.

51 7. Each member of the organizational team serves without compensation of
52 any kind.

1 **Sec. 7.** Chapter 391 of NRS is hereby amended by adding thereto ~~the new~~
2 ~~section to read as follows:~~ the provisions set forth as sections 7.1 and 7.2 of this
3 act.

4 **Sec. 7.1.** 1. *Each board of trustees of a school district, following*
5 *consultation with and involvement of elected representatives of administrative*
6 *personnel or their designated representatives, shall develop an objective policy for*
7 *the objective evaluation of the superintendent of schools of the school district.*

8 2. *The superintendent of schools must receive one evaluation during each*
9 *school year of his or her employment. Such an evaluation must include, without*
10 *limitation, a demonstration of mastery of the requirements of subsection 4 of*
11 *NRS 391.110 and an evaluation of the effectiveness of the superintendent of*
12 *schools in improving the academic achievement and performance of pupils in the*
13 *district based upon any relevant data in the annual report of accountability*
14 *prepared pursuant to NRS 385A.070. The evaluation of the effectiveness of the*
15 *superintendent of schools in improving the academic achievement and*
16 *performance of pupils must constitute at least 25 percent of the annual*
17 *evaluation of the superintendent of schools.*

18 **Sec. 7.2.** 1. To obtain a license to serve as a substitute teacher, a person
19 must:

20 (a) Hold an associate's degree or a higher degree;

21 (b) Have completed at least 60 credit hours at an accredited college or
22 university; or

23 (c) Hold, if an institution within the Nevada System of Higher Education
24 offers such a certificate, a highly qualified substitute teacher certificate.

25 2. The Superintendent of Public Instruction shall only issue an
26 endorsement or license to serve as a substitute teacher to a person who:

27 (a) Holds an associate's degree or a higher degree;

28 (b) Has completed at least 60 credit hours at an accredited college or
29 university; or

30 (c) Holds, if an institution within the Nevada System of Higher Education
31 offers such a certificate, a highly qualified substitute teacher certificate,

32 and meets all other requirements prescribed by the Commission to obtain an
33 endorsement or license to serve as a substitute teacher.

34 **Sec. 8.** NRS 391.110 is hereby amended to read as follows:

35 391.110 1. The board of trustees of a school district may:

36 (a) Employ any person the board of trustees determines is qualified to serve as
37 the superintendent of schools of the school district. ~~[A qualified candidate must~~
38 ~~have at least 10 years of experience with the academic achievement and~~
39 ~~performance of pupils as an employee of a public school in this State.]~~ The
40 Commission may require the superintendent of any school district to hold a
41 master's degree.

42 (b) Define the powers and fix the duties of the superintendent of schools.

43 (c) Fix the salary of the superintendent of schools.

44 2. If the board of trustees of a school district employs a person who is not
45 licensed as an administrator to serve as the superintendent of schools, the board of
46 trustees shall employ a person who is licensed as an administrator to oversee the
47 academic programs of the public schools within the school district.

48 3. A superintendent of schools may be employed for an initial term not to
49 exceed 4 years. The term of any subsequent employment may be of any duration.

50 4. After a superintendent of schools is hired, the superintendent must
51 research any statutes and regulations governing education in Nevada and any
52 programs and policies of the district in which the superintendent is employed that
53 have been enacted in the 10 years before the date of his or her hiring. The

1 superintendent of schools must demonstrate mastery of such knowledge at the
2 annual evaluation conducted pursuant to section 7.1 of this act.

3 5. A superintendent of schools may be dismissed at any time for cause.

4 ~~5.~~ 6. A superintendent of schools may administer oaths or affirmations
5 relating to public schools.

6 **Sec. 9.** Chapter 244 of NRS is hereby amended by adding thereto a new
7 section to read as follows:

8 *1. The boards of county commissioners of each of the counties of the State*
9 *shall not:*

10 (a) *Sponsor or operate a charter school;*

11 (b) *Establish a corporation for public benefit or nonprofit organization for*
12 *the purpose of sponsoring or operating a charter school;*

13 (c) *Expend money for the direct or indirect support of a charter school; or*

14 (d) *Award a grant to any corporation for public benefit or nonprofit*
15 *organization for the purpose of ~~supporting or~~ operating a charter school.*

16 2. *As used in this section:*

17 (a) *“Corporation for public benefit” has the meaning ascribed to it in NRS*
18 *82.021.*

19 (b) *“Nonprofit organization” means an organization that is recognized as*
20 *exempt pursuant to 26 U.S.C. § 501(c)(3).*

21 **Sec. 10.** Chapter 268 of NRS is hereby amended by adding thereto a new
22 section to read as follows:

23 *1. The city council or other governing body of an incorporated city of the*
24 *State shall not:*

25 (a) *Sponsor or operate a charter school;*

26 (b) *Establish a corporation for public benefit or nonprofit organization for*
27 *the purpose of sponsoring or operating a charter school;*

28 (c) *Expend money for the direct or indirect support of a charter school; or*

29 (d) *Award a grant to any corporation for public benefit or nonprofit*
30 *organization for the purpose of ~~supporting or~~ operating a charter school.*

31 2. The provisions of this section do not apply to any public educational
32 activities and programs for which a city council or other governing body of an
33 incorporated city of the State has expended money to support, either directly or
34 indirectly, on or before July 1, 2023.

35 3. *As used in this section:*

36 (a) *“Corporation for public benefit” has the meaning ascribed to it in NRS*
37 *82.021.*

38 (b) *“Nonprofit organization” means an organization that is recognized as*
39 *exempt pursuant to 26 U.S.C. § 501(c)(3).*

40 (c) “Public educational activities and programs” has the meaning ascribed to
41 it in NRS 279.405.

42 **Sec. 11.** Chapter 284 of NRS is hereby amended by adding thereto a new
43 section to read as follows:

44 *1. An employee in the public service, whether in the classified or*
45 *unclassified service, who is the parent or legal guardian of a child ~~must~~ may be*
46 *granted as much administrative leave as is required for the purpose of attending*
47 *any meeting of the school or school district in which the child is enrolled at*
48 *which the attendance of a parent or legal guardian is required or encouraged ~~to~~ ,*
49 *including, without limitation:*

50 (a) Parent-teacher conferences;

51 (b) Awards ceremonies; and

52 (c) Meetings related to the grades or academic performance of the child.

1 2. Any administrative leave granted pursuant to this section must be issued
2 to the public employee without loss of his or her regular compensation. Such
3 leave does not reduce the amount of the accrued leave possessed by the employee.

4 3. An employee shall, at least 24 hours before using administrative leave
5 provided to the employee pursuant to this section, give notice to his or her
6 employer that the employee intends to use the administrative leave.

7 Sec. 12. Chapter 608 of NRS is hereby amended by adding thereto a new
8 section to read as follows:

9 1. In addition to the paid leave provided pursuant to NRS 608.0197, every
10 employer in private employment ~~shall~~ may provide to each employee who is the
11 parent or legal guardian of a child as much leave as is required for the purpose
12 of attending any meeting of the school or school district in which the child is
13 enrolled at which the attendance of a parent or legal guardian is required or
14 encouraged ~~to~~, including, without limitation:

15 (a) Parent-teacher conferences;

16 (b) Awards ceremonies; and

17 (c) Meetings related to the grades or academic performance of the child.

18 2. An employee shall, at least ~~12~~ 24 hours before using paid leave
19 provided to the employee pursuant to this section, give notice to his or her
20 employer that the employee intends to use the paid leave.

21 3. An employer, and any agent, representative, supervisory employee or
22 other person acting on behalf of or under the authority of the employer, shall not
23 ~~to~~

24 ~~— (a) Deny an employee the right to use the paid leave provided to the employee~~
25 ~~pursuant to this section;~~

26 ~~— (b) Require an employee to find a replacement worker as a condition of~~
27 ~~using the paid leave provided to the employee pursuant to this section; or~~

28 ~~— (c) Retaliate} retaliate or take any adverse action against an employee for~~
29 ~~using the paid leave provided to the employee pursuant to this section. Such~~
30 ~~prohibited retaliation includes, without limitation:~~

31 ~~[(1)]~~ (a) Discharging or firing the employee;

32 ~~[(2)]~~ (b) Penalizing the employee in any fashion; and

33 ~~[(3)]~~ (c) Deducting the paid leave provided to the employee pursuant to
34 this section from the accrued paid leave, salary or wages of the employee.

35 4. Any paid leave provided to the employee pursuant to this section must not
36 be used in calculating the number of hours for which an employee is entitled to
37 be compensated for overtime.

38 5. The Labor Commissioner shall prepare a bulletin which clearly sets forth
39 the benefits created by this section. The Labor Commissioner shall post the
40 bulletin on the Internet website maintained by the Office of Labor Commissioner,
41 if any, and shall require all employers to post the bulletin in a conspicuous
42 location in each workplace maintained by the employer. The bulletin may be
43 included in any printed abstract posted by the employer pursuant to NRS 608.013.

44 6. An employer shall maintain a record of the receipt or accrual and use of
45 paid leave pursuant to this section for each employee for a 1-year period
46 following the entry of such information in the record and, upon request, shall
47 make those records available for inspection by the Labor Commissioner.

48 7. The provisions of this section do not:

49 (a) Limit or abridge any other rights, remedies or procedures available under
50 the law.

51 (b) Negate any other rights, remedies or procedures available to an aggrieved
52 party.

1 (c) *Prohibit, preempt or discourage any contract or other agreement that*
2 *provides a more generous paid leave benefit or paid time off benefit.*

3 8. *As used in this section, "employer" means a private employer who has 50*
4 *or more employees in private employment in this State.*

5 **Sec. 13.** NRS 608.180 is hereby amended to read as follows:

6 608.180 The Labor Commissioner or the representative of the Labor
7 Commissioner shall cause the provisions of NRS 608.005 to 608.195, inclusive,
8 *and section 12 of this act*, and 608.215 to be enforced, and upon notice from the
9 Labor Commissioner or the representative:

10 1. The district attorney of any county in which a violation of those sections
11 has occurred;

12 2. The Deputy Labor Commissioner, as provided in NRS 607.050;

13 3. The Attorney General, as provided in NRS 607.160 or 607.220; or

14 4. The special counsel, as provided in NRS 607.065,

15 ☞ shall prosecute the action for enforcement according to law.

16 **Sec. 14.** The amendatory provisions of sections 3 and 8 of this act do not
17 apply to a contract entered into on or before July 1, 2023, but do apply to any
18 renewal or extension of such a contract.

19 **Sec. 15.** The amendatory provisions of sections 4 and ~~7~~ 7.1 of this act apply
20 to a contract entered into on or before July 1, 2023.

21 **Sec. 16.** The provisions of NRS 354.599 do not apply to any additional
22 expenses of a local government that are related to the provisions of this act.

23 **Sec. 17.** This act becomes effective on July 1, 2023.