

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.

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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; 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 sponsor or operate a charter school; 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
2 held by the board of trustees of a school district. (NRS 386.330) Existing law also
3 provides certain requirements governing open meetings, including requirements
4 governing the access of all persons to such meetings that are held either in a
5 physical location or through a remote technology system and providing notice of
6 such meetings. (NRS 241.020) **Section 1** of this bill prohibits the board of trustees
7 of a large school district from impeding, interfering with or discouraging public
8 comment during a meeting.

9 Existing law requires the principal of a local school precinct to present a plan of
10 operation for the local school precinct at a public meeting held at the local school
11 precinct to which the plan of operation applies. (NRS 388G.710) Existing law also
12 provides certain requirements governing notice of meetings of an organizational
13 team for a local school precinct. (NRS 388G.730) **Sections 5 and 6** of this bill



14 prohibit the principal and organizational team from discouraging public comment
15 during such meetings.

16 Existing law requires, in general, that, to the extent that money is made
17 available by the Legislature, each school district undergo an audit every 6 years to
18 determine its adherence to certain financial management principles. (NRS 387.607,
19 387.613, 387.622) **Section 2** of this bill requires that large school districts undergo
20 such an audit regardless of the availability of money from the Legislature.

21 Existing law requires the superintendent of schools of a large school district to
22 assign a school associate superintendent to oversee local school precincts. Existing
23 law also requires the superintendent to interview candidates in the event of a
24 vacancy in the position of school associate superintendent. (NRS 388G.620)
25 Existing law prescribes the duties of a school associate superintendent and requires
26 the school associate superintendent to be held accountable for all aspects of the
27 performance of the local school precincts to which he or she is assigned to oversee.
28 (NRS 388G.630) Existing law authorizes the board of trustees of a school district to
29 employ a superintendent of schools. (NRS 391.110) **Section 3** of this bill requires a
30 school associate superintendent to, after being hired for such a position, research
31 certain laws governing education in Nevada and programs and policies of the
32 district in which the school associate superintendent is employed that have been
33 enacted in the 5 years before the date of his or her hiring. **Section 8** of this bill
34 requires a superintendent of schools to conduct similar research for the 10 years
35 before his or her hiring. **Section 4** of this bill requires a school associate
36 superintendent to undergo an annual evaluation based on an objective evaluation
37 policy developed by the board of trustees of a school district in which the school
38 associate superintendent is assigned to oversee, which includes, without limitation:
39 (1) an evaluation of the effectiveness of the school associate superintendent at
40 improving the academic achievement and performance of pupils; and (2) a
41 demonstration of mastery of the material required to be researched by **section 3**.
42 **Section 7.1** of this bill establishes similar provisions for a superintendent of
43 schools.

44 Existing law requires the Commission on Professional Standards in Education
45 to adopt regulations prescribing the qualifications for licensing teachers and other
46 educational personnel. (NRS 391.019) Existing law sets forth the kinds of licenses
47 for teachers and other educational personnel in this State. (NRS 391.031) **Section**
48 **7.2** of this bill requires a person to, before obtaining a license to serve as a
49 substitute teacher: (1) hold an associate's degree or a higher degree; (2) have
50 completed at least 60 credit hours at an accredited college or university; or (3) hold
51 a highly qualified substitute teacher certificate if an institution within the Nevada
52 System of Higher Education offers such a certificate. Additionally, **section 7.2**
53 prohibits the Superintendent of Public Instruction from issuing an endorsement or
54 license to serve as a substitute teacher to a person who does not meet such
55 requirements.

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



69 attending such meetings. **Section 13** of this bill makes a conforming change to
70 indicate the proper placement of **section 12** in the Nevada Revised Statutes.
71 **Sections 9 and 10** of this bill prohibit the governing bodies of counties and
72 cities in this State from: (1) sponsoring or operating a charter school; (2)
73 establishing a corporation for public benefit or a nonprofit organization to sponsor
74 or operate a charter school; (3) expending money to provide direct or indirect
75 support to a charter school; or (4) awarding a grant to a corporation for public
76 benefit or a nonprofit organization for the purpose of operating a charter school.
77 However, **section 10** provides an exemption for any public educational activities
78 and programs that are funded, either directly or indirectly, by a city council or other
79 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
3 at least once each month, at such time and place as the board shall
4 determine.

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

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

19 4. A majority of the members of the board of trustees shall
20 constitute a quorum for the transaction of business, and no action of
21 the board of trustees shall be valid unless such action shall receive,
22 at a regularly called meeting, the approval of a majority of all the
23 members of the board of trustees.

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

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



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

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

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

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

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

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

18 387.607 **1.** The provisions of NRS 387.602 to 387.644,
19 inclusive, apply **only**:

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

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

25 **2.** The Legislative Counsel Bureau may accept gifts, grants and
26 other sources of money to provide financial assistance in expanding
27 the number of school districts selected for reviews pursuant to NRS
28 387.602 to 387.644, inclusive.

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

30 388G.620 **1.** The superintendent shall assign a school
31 associate superintendent to oversee one or more local school
32 precincts.

33 **2.** Whenever a vacancy occurs in the position of school
34 associate superintendent, the superintendent shall post notice of the
35 vacancy. The superintendent shall interview qualified candidates for
36 the vacant position.

37 **3.** At least one, but not more than two representatives of the
38 principals of the local school precincts overseen by the vacant
39 position must be allowed to participate in interviewing candidates
40 for the vacant position. If the local governmental agency which has
41 the most schools that are overseen by the vacant position is:

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



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

5 ~~[3.]~~ 4. Each person who participates in interviewing
6 candidates pursuant to subsection 2 shall comply with all laws that
7 apply to an employer when making a decision about employment.

8 ~~[4.]~~ 5. Upon completion of the interviews pursuant to
9 subsection 2 and before the superintendent makes a final
10 determination about which candidate to hire, the superintendent
11 must notify the governing body of the city or the board of county
12 commissioners for the county, as applicable, regarding the candidate
13 whom the superintendent intends to hire. After receiving such
14 notice, the governing body of the city or the board of county
15 commissioners, as applicable, may hold a public meeting within 10
16 days to question the superintendent and the candidate for the vacant
17 position and receive public input. After any such meeting or, if no
18 such meeting is held, after 10 days, the superintendent shall, in his
19 or her sole discretion, hire a candidate for the vacant position.

20 ~~[5.]~~ 6. *After the school associate superintendent is hired, the*
21 *school associate superintendent must research any statutes and*
22 *regulations governing education in Nevada and any programs and*
23 *policies of the district in which the associate school superintendent*
24 *is employed that have been enacted in the 5 years before the date*
25 *of his or her hiring. The school associate superintendent must*
26 *demonstrate mastery of such knowledge at the annual evaluation*
27 *conducted pursuant to subsection 2 of NRS 388G.630.*

28 7. After the school associate superintendent is hired, the
29 superintendent may, in his or her sole discretion, reassign and make
30 other employment decisions concerning the school associate
31 superintendent.

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

33 388G.630 1. A school associate superintendent shall, with
34 respect to each local school precinct to which he or she is assigned
35 to oversee:

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

38 (b) Review and approve the plan of operation for the local
39 school precinct and assist the principal of the local school precinct
40 in making any necessary revisions to the plan;

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

44 (d) Provide a report in person, not less than quarterly, to the
45 governing body of each city and county within which a local school



1 precinct to which he or she is assigned to oversee is located and, if
2 created pursuant to NRS 388G.760, to the Community Education
3 Advisory Board; and

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

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

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

29 (a) The satisfaction of the parents and legal guardians of pupils
30 and the teachers, administrators and other staff of the local school
31 precinct as determined by the surveys administered pursuant to NRS
32 388G.800; and

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

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

37 388G.710 1. Before approving a plan of operation for a local
38 school precinct, the principal of the local school precinct shall
39 present the plan at a public meeting held in accordance with
40 subsection 2 at the local school precinct to which the plan of
41 operation applies.

42 2. The principal shall post notice of the meeting not less than 3
43 working days before the date on which the meeting will be held.
44 Members of the public must be allowed to attend any portion of the
45 meeting, except any portion of the meeting during which



1 confidential information is discussed, and each meeting must
2 include a period for public comment. A meeting held pursuant to
3 this subsection is not subject to the provisions of chapter 241 of
4 NRS. *During a period of public comment included pursuant to*
5 *this subsection, the principal and organizational team may not*
6 *impede or interfere with the ability of a member of the public to*
7 *give comment or engage in any practice to discourage members of*
8 *the public from giving comment, including, without limitation, by*
9 *requiring:*

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

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

15 3. When the plan of operation for the local school precinct is
16 finalized by the principal, the principal must submit the plan to the
17 school associate superintendent for approval. After receipt of the
18 plan of operation, the school associate superintendent must approve
19 or deny the plan of operation within 10 days. The plan of operation
20 must be approved unless any provision of the plan violates any
21 federal or state law or policy of the large school district.

22 4. If the school associate superintendent:

23 (a) Approves the plan of operation for a local school precinct,
24 the school associate superintendent must notify the principal of the
25 local school precinct and cause the plan of operation to be posted on
26 the Internet website of the large school district and on the Internet
27 website of the local school precinct and make the plan of operation
28 available to any person upon request.

29 (b) Does not approve the plan of operation for a local school
30 precinct, the school associate superintendent must notify the
31 principal of the local school precinct of the reasons for not
32 approving the plan and post those reasons on the Internet website of
33 the large school district and on the Internet website of the local
34 school precinct and make the plan of operation available to any
35 person upon request. The school associate superintendent must
36 assist the principal as necessary to revise the plan of operation.

37 5. Any adjustment to the budget that the principal of the local
38 school precinct determines is necessary after the plan of operation
39 has been approved may be made upon consultation with the
40 organizational team and approval of the school associate
41 superintendent.

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

43 388G.730 1. Upon the establishment of an organizational
44 team pursuant to NRS 388G.700, the principal of the local school
45 precinct shall schedule the first meeting of the team and act as the



1 chair of the team until a chair is selected. The first item of business
2 for the organizational team must be to select a chair and vice chair
3 from among its members.

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

7 3. Notice of a meeting of the organizational team must be
8 posted not less than 3 working days before the date on which the
9 meeting will be held. Members of the public must be allowed to
10 attend any portion of the meeting, except any portion of the meeting
11 during which confidential information is discussed, and each
12 meeting must include a period for public comment. A meeting held
13 pursuant to this subsection is not subject to the provisions of chapter
14 241 of NRS. *During a period of public comment included*
15 *pursuant to this subsection, the principal and organizational team*
16 *may not impede or interfere with the ability of a member of the*
17 *public to give comment or engage in any practice to discourage*
18 *members of the public from giving comment, including, without*
19 *limitation, by requiring:*

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

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

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

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

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

33 7. Each member of the organizational team serves without
34 compensation of any kind.

35 **Sec. 7.** Chapter 391 of NRS is hereby amended by adding
36 thereto the provisions set forth as sections 7.1 and 7.2 of this act.

37 **Sec. 7.1. 1.** *Each board of trustees of a school district,*
38 *following consultation with and involvement of elected*
39 *representatives of administrative personnel or their designated*
40 *representatives, shall develop an objective policy for the objective*
41 *evaluation of the superintendent of schools of the school district.*

42 **2.** *The superintendent of schools must receive one evaluation*
43 *during each school year of his or her employment. Such an*
44 *evaluation must include, without limitation, a demonstration of*
45 *mastery of the requirements of subsection 4 of NRS 391.110 and*



1 *an evaluation of the effectiveness of the superintendent of schools*
2 *in improving the academic achievement and performance of*
3 *pupils in the district based upon any relevant data in the annual*
4 *report of accountability prepared pursuant to NRS 385A.070. The*
5 *evaluation of the effectiveness of the superintendent of schools in*
6 *improving the academic achievement and performance of pupils*
7 *must constitute at least 25 percent of the annual evaluation of the*
8 *superintendent of schools.*

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

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

12 (b) *Have completed at least 60 credit hours at an accredited*
13 *college or university; or*

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

17 2. *The Superintendent of Public Instruction shall only issue*
18 *an endorsement or license to serve as a substitute teacher to a*
19 *person who:*

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

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

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

26 *↪ and meets all other requirements prescribed by the Commission*
27 *to obtain an endorsement or license to serve as a substitute*
28 *teacher.*

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

30 391.110 1. The board of trustees of a school district may:

31 (a) Employ any person the board of trustees determines is
32 qualified to serve as the superintendent of schools of the school
33 district. The Commission may require the superintendent of any
34 school district to hold a master's degree.

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

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

38 2. If the board of trustees of a school district employs a person
39 who is not licensed as an administrator to serve as the
40 superintendent of schools, the board of trustees shall employ a
41 person who is licensed as an administrator to oversee the academic
42 programs of the public schools within the school district.

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



1 4. *After a superintendent of schools is hired, the*
2 *superintendent must research any statutes and regulations*
3 *governing education in Nevada and any programs and policies of*
4 *the district in which the superintendent is employed that have been*
5 *enacted in the 10 years before the date of his or her hiring. The*
6 *superintendent of schools must demonstrate mastery of such*
7 *knowledge at the annual evaluation conducted pursuant to section*
8 *7.1 of this act.*

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

11 ~~5.1~~ 6. A superintendent of schools may administer oaths or
12 affirmations relating to public schools.

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

15 1. *The boards of county commissioners of each of the*
16 *counties of the State shall not:*

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

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

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

23 (d) *Award a grant to any corporation for public benefit or*
24 *nonprofit organization for the purpose of operating a charter*
25 *school.*

26 2. *As used in this section:*

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

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

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

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

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

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

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

41 (d) *Award a grant to any corporation for public benefit or*
42 *nonprofit organization for the purpose of operating a charter*
43 *school.*

44 2. *The provisions of this section do not apply to any public*
45 *educational activities and programs for which a city council or*



1 *other governing body of an incorporated city of the State has*
2 *expended money to support, either directly or indirectly, on or*
3 *before July 1, 2023.*

4 3. *As used in this section:*

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

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

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

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

13 1. *An employee in the public service, whether in the classified*
14 *or unclassified service, who is the parent or legal guardian of a*
15 *child may be granted as much administrative leave as is required*
16 *for the purpose of attending any meeting of the school or school*
17 *district in which the child is enrolled at which the attendance of a*
18 *parent or legal guardian is required or encouraged, including,*
19 *without limitation:*

20 (a) *Parent-teacher conferences;*

21 (b) *Awards ceremonies; and*

22 (c) *Meetings related to the grades or academic performance of*
23 *the child.*

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

28 3. *An employee shall, at least 24 hours before using*
29 *administrative leave provided to the employee pursuant to this*
30 *section, give notice to his or her employer that the employee*
31 *intends to use the administrative leave.*

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

34 1. *In addition to the paid leave provided pursuant to NRS*
35 *608.0197, every employer in private employment may provide to*
36 *each employee who is the parent or legal guardian of a child as*
37 *much leave as is required for the purpose of attending any*
38 *meeting of the school or school district in which the child is*
39 *enrolled at which the attendance of a parent or legal guardian is*
40 *required or encouraged, including, without limitation:*

41 (a) *Parent-teacher conferences;*

42 (b) *Awards ceremonies; and*

43 (c) *Meetings related to the grades or academic performance of*
44 *the child.*



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

5 3. An employer, and any agent, representative, supervisory
6 employee or other person acting on behalf of or under the
7 authority of the employer, shall not retaliate or take any adverse
8 action against an employee for using the paid leave provided to the
9 employee pursuant to this section. Such prohibited retaliation
10 includes, without limitation:

11 (a) Discharging or firing the employee;

12 (b) Penalizing the employee in any fashion; and

13 (c) Deducting the paid leave provided to the employee
14 pursuant to this section from the accrued paid leave, salary or
15 wages of the employee.

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

19 5. The Labor Commissioner shall prepare a bulletin which
20 clearly sets forth the benefits created by this section. The Labor
21 Commissioner shall post the bulletin on the Internet website
22 maintained by the Office of Labor Commissioner, if any, and shall
23 require all employers to post the bulletin in a conspicuous location
24 in each workplace maintained by the employer. The bulletin may
25 be included in any printed abstract posted by the employer
26 pursuant to NRS 608.013.

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

32 7. The provisions of this section do not:

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

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

37 (c) Prohibit, preempt or discourage any contract or other
38 agreement that provides a more generous paid leave benefit or
39 paid time off benefit.

40 8. As used in this section, "employer" means a private
41 employer who has 50 or more employees in private employment in
42 this State.

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

44 608.180 The Labor Commissioner or the representative of the
45 Labor Commissioner shall cause the provisions of NRS 608.005 to



1 608.195, inclusive, *and section 12 of this act*, and 608.215 to be
2 enforced, and upon notice from the Labor Commissioner or the
3 representative:

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

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

8 3. The Attorney General, as provided in NRS 607.160 or
9 607.220; or

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

11 ↪ shall prosecute the action for enforcement according to law.

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

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

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

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

