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FIRST REPRINT

S.B. 111

SENATE BILL NO. 111—COMMITTEE ON GOVERNMENT AFFAIRS

PREFILED JANUARY 28, 2019

Referred to Committee on Government Affairs

SUMMARY—Revises provisions governing collective bargaining by local government employers. (BDR 31-651)

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

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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 local governments; revising the percentage of the budgeted ending fund balance of certain local governments that is excluded from collective bargaining negotiations; providing that certain money appropriated by the State for certain purposes is subject to collective bargaining negotiations involving a school district; and providing other matters properly relating thereto.

Legislative Counsel's Digest:

Existing law establishes certain mandatory subjects of bargaining in the negotiation of a collective bargaining agreement between a local government employer and a recognized employee organization. (NRS 288.150) Existing law provides for the resolution of an impasse in collective bargaining through fact-finding, arbitration or both, but imposes limitations on the money that a fact finder or arbitrator may consider in determining the financial ability of a local government employer to pay compensation or monetary benefits. (NRS 288.200, 288.215, 288.217, 354.6241) Under existing law, for certain governmental funds of a local government other than a school district, a budgeted ending fund balance of not more than 25 percent of the total budgeted expenditures, less capital outlay, is not subject to negotiation and must not be considered by a fact finder or arbitrator in determining the local government employer's ability to pay compensation or monetary benefits. (NRS 354.6241) **Section 1** of this bill provides instead that a budgeted ending fund balance of not more than 16.67 percent of the total budgeted expenditures, less capital outlay, is not subject to negotiation and must not be considered by a fact finder or arbitrator in determining the local government employer's ability to pay compensation and monetary benefits.

Sections 1.2-1.8 of this bill provide that any money appropriated by the State to carry out increases in salary or benefits is subject to negotiation and must be considered by a fact finder or arbitrator in determining the school district's ability to pay compensation or monetary benefits.



* S B 1 1 1 R 1 *

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

Section 1. NRS 354.6241 is hereby amended to read as follows:

354.6241 1. The statement required by paragraph (a) of subsection 5 of NRS 354.624 must indicate for each fund set forth in that paragraph:

(a) Whether the fund is being used in accordance with the provisions of this chapter.

(b) Whether the fund is being administered in accordance with generally accepted accounting procedures.

(c) Whether the reserve in the fund is limited to an amount that is reasonable and necessary to carry out the purposes of the fund.

(d) The sources of revenues available for the fund during the fiscal year, including transfers from any other funds.

(e) The statutory and regulatory requirements applicable to the fund.

(f) The balance and retained earnings of the fund.

2. Except as otherwise provided in subsection 3 and NRS 354.59891 and 354.613, to the extent that the reserve in any fund set forth in paragraph (a) of subsection 5 of NRS 354.624 exceeds the amount that is reasonable and necessary to carry out the purposes for which the fund was created, the reserve may be expended by the local government pursuant to the provisions of chapter 288 of NRS.

3. For any local government other than a school district, for the purposes of chapter 288 of NRS, a budgeted ending fund balance of not more than ~~[25]~~ 16.67 percent of the total budgeted expenditures, less capital outlay, for a general fund:

(a) Is not subject to negotiations with an employee organization; and

(b) Must not be considered by a fact finder or arbitrator in determining the financial ability of the local government to pay compensation or monetary benefits.

Sec. 1.2. NRS 288.150 is hereby amended to read as follows:

288.150 1. Except as otherwise provided in subsection ~~[4]~~ 5 and NRS 354.6241, every local government employer shall negotiate in good faith through one or more representatives of its own choosing concerning the mandatory subjects of bargaining set forth in subsection 2 with the designated representatives of the recognized employee organization, if any, for each appropriate bargaining unit among its employees. If either party so requests, agreements reached must be reduced to writing.

2. The scope of mandatory bargaining is limited to:



- (a) Salary or wage rates or other forms of direct monetary compensation.
 - (b) Sick leave.
 - (c) Vacation leave.
 - (d) Holidays.
 - (e) Other paid or nonpaid leaves of absence consistent with the provisions of this chapter.
 - (f) Insurance benefits.
 - (g) Total hours of work required of an employee on each workday or workweek.
 - (h) Total number of days' work required of an employee in a work year.
 - (i) Except as otherwise provided in subsections ~~6~~ 7 and ~~10~~ 11, discharge and disciplinary procedures.
 - (j) Recognition clause.
 - (k) The method used to classify employees in the bargaining unit.
 - (l) Deduction of dues for the recognized employee organization.
 - (m) Protection of employees in the bargaining unit from discrimination because of participation in recognized employee organizations consistent with the provisions of this chapter.
 - (n) No-strike provisions consistent with the provisions of this chapter.
 - (o) Grievance and arbitration procedures for resolution of disputes relating to interpretation or application of collective bargaining agreements.
 - (p) General savings clauses.
 - (q) Duration of collective bargaining agreements.
 - (r) Safety of the employee.
 - (s) Teacher preparation time.
 - (t) Materials and supplies for classrooms.
 - (u) Except as otherwise provided in subsections ~~7, 9~~ 8, 10 and ~~10~~ 11, the policies for the transfer and reassignment of teachers.
 - (v) Procedures for reduction in workforce consistent with the provisions of this chapter.
 - (w) Procedures consistent with the provisions of subsection ~~4~~ 5 for the reopening of collective bargaining agreements for additional, further, new or supplementary negotiations during periods of fiscal emergency.
3. Those subject matters which are not within the scope of mandatory bargaining and which are reserved to the local government employer without negotiation include:
- (a) Except as otherwise provided in paragraph (u) of subsection 2, the right to hire, direct, assign or transfer an employee, but



1 excluding the right to assign or transfer an employee as a form of
2 discipline.

3 (b) The right to reduce in force or lay off any employee because
4 of lack of work or lack of money, subject to paragraph (v) of
5 subsection 2.

6 (c) The right to determine:

7 (1) Appropriate staffing levels and work performance
8 standards, except for safety considerations;

9 (2) The content of the workday, including without limitation
10 workload factors, except for safety considerations;

11 (3) The quality and quantity of services to be offered to the
12 public; and

13 (4) The means and methods of offering those services.

14 (d) Safety of the public.

15 4. *If the local government employer is a school district, any*
16 *money appropriated by the State to carry out increases in salaries*
17 *or benefits for the employees of the school district is subject to*
18 *negotiations with an employee organization.*

19 5. Notwithstanding the provisions of any collective bargaining
20 agreement negotiated pursuant to this chapter, a local government
21 employer is entitled to:

22 (a) Reopen a collective bargaining agreement for additional,
23 further, new or supplementary negotiations relating to compensation
24 or monetary benefits during a period of fiscal emergency.
25 Negotiations must begin not later than 21 days after the local
26 government employer notifies the employee organization that a
27 fiscal emergency exists. For the purposes of this section, a fiscal
28 emergency shall be deemed to exist:

29 (1) If the amount of revenue received by the general fund of
30 the local government employer during the last preceding fiscal year
31 from all sources, except any nonrecurring source, declined by 5
32 percent or more from the amount of revenue received by the general
33 fund from all sources, except any nonrecurring source, during the
34 next preceding fiscal year, as reflected in the reports of the annual
35 audits conducted for those fiscal years for the local government
36 employer pursuant to NRS 354.624; or

37 (2) If the local government employer has budgeted an
38 unreserved ending fund balance in its general fund for the current
39 fiscal year in an amount equal to 4 percent or less of the actual
40 expenditures from the general fund for the last preceding fiscal year,
41 and the local government employer has provided a written
42 explanation of the budgeted ending fund balance to the Department
43 of Taxation that includes the reason for the ending fund balance and
44 the manner in which the local government employer plans to
45 increase the ending fund balance.



(b) Take whatever actions may be necessary to carry out its responsibilities in situations of emergency such as a riot, military action, natural disaster or civil disorder. Those actions may include the suspension of any collective bargaining agreement for the duration of the emergency.

➔ Any action taken under the provisions of this subsection must not be construed as a failure to negotiate in good faith.

~~§5.1~~ 6. The provisions of this chapter, including without limitation the provisions of this section, recognize and declare the ultimate right and responsibility of the local government employer to manage its operation in the most efficient manner consistent with the best interests of all its citizens, its taxpayers and its employees.

~~§6.1~~ 7. If the sponsor of a charter school reconstitutes the governing body of a charter school pursuant to NRS 388A.330, the new governing body may terminate the employment of any teachers or other employees of the charter school, and any provision of any agreement negotiated pursuant to this chapter that provides otherwise is unenforceable and void.

~~§7.1~~ 8. The board of trustees of a school district in which a school is designated as a turnaround school pursuant to NRS 388G.400 or the principal of such a school, as applicable, may take any action authorized pursuant to NRS 388G.400, including, without limitation:

(a) Reassigning any member of the staff of such a school; or

(b) If the staff member of another public school consents, reassigning that member of the staff of the other public school to such a school.

~~§8.1~~ 9. Any provision of an agreement negotiated pursuant to this chapter which differs from or conflicts in any way with the provisions of subsection ~~§7.1~~ 8 or imposes consequences on the board of trustees of a school district or the principal of a school for taking any action authorized pursuant to subsection ~~§7.1~~ 8 is unenforceable and void.

~~§9.1~~ 10. The board of trustees of a school district may reassign any member of the staff of a school that is converted to an achievement charter school pursuant to NRS 388B.200 to 388B.230, inclusive, and any provision of any agreement negotiated pursuant to this chapter which provides otherwise is unenforceable and void.

~~§10.1~~ 11. The board of trustees of a school district or the governing body of a charter school or university school for profoundly gifted pupils may use a substantiated report of the abuse or neglect of a child or a violation of NRS 201.540, 201.560, 392.4633 or 394.366 obtained from the Statewide Central Registry for the Collection of Information Concerning the Abuse or Neglect of a Child established by NRS 432.100 or an equivalent registry



maintained by a governmental agency in another jurisdiction for the purposes authorized by NRS 388A.515, 388C.200, 391.033, 391.104 or 391.281, as applicable. Such purposes may include, without limitation, making a determination concerning the assignment, discipline or termination of an employee. Any provision of any agreement negotiated pursuant to this chapter which conflicts with the provisions of this subsection is unenforceable and void.

~~H1J~~ 12. This section does not preclude, but this chapter does not require, the local government employer to negotiate subject matters enumerated in subsection 3 which are outside the scope of mandatory bargaining. The local government employer shall discuss subject matters outside the scope of mandatory bargaining but it is not required to negotiate those matters.

~~H2J~~ 13. Contract provisions presently existing in signed and ratified agreements as of May 15, 1975, at 12 p.m. remain negotiable.

~~H3J~~ 14. As used in this section:

(a) "Abuse or neglect of a child" has the meaning ascribed to it in NRS 392.281.

(b) "Achievement charter school" has the meaning ascribed to it in NRS 385.007.

Sec. 1.4. NRS 288.200 is hereby amended to read as follows:
288.200 Except in cases to which NRS 288.205 and 288.215, or NRS 288.217 apply:

1. If:

(a) The parties have failed to reach an agreement after at least six meetings of negotiations; and

(b) The parties have participated in mediation and by April 1, have not reached agreement,

➔ either party to the dispute, at any time after April 1, may submit the dispute to an impartial fact finder for the findings and recommendations of the fact finder. The findings and recommendations of the fact finder are not binding on the parties except as provided in subsections 5, 6 and 11. The mediator of a dispute may also be chosen by the parties to serve as the fact finder.

2. If the parties are unable to agree on an impartial fact finder or a panel of neutral arbitrators within 5 days, either party may request from the American Arbitration Association or the Federal Mediation and Conciliation Service a list of seven potential fact finders. If the parties are unable to agree upon which arbitration service should be used, the Federal Mediation and Conciliation Service must be used. Within 5 days after receiving a list from the applicable arbitration service, the parties shall select their fact finder from this list by alternately striking one name until the name of only one fact finder remains, who will be the fact finder to hear the



1 dispute in question. The employee organization shall strike the first
2 name.

3 3. The local government employer and employee organization
4 each shall pay one-half of the cost of fact-finding. Each party shall
5 pay its own costs of preparation and presentation of its case in
6 fact-finding.

7 4. A schedule of dates and times for the hearing must be
8 established within 10 days after the selection of the fact finder
9 pursuant to subsection 2, and the fact finder shall report the findings
10 and recommendations of the fact finder to the parties to the dispute
11 within 30 days after the conclusion of the fact-finding hearing.

12 5. The parties to the dispute may agree, before the submission
13 of the dispute to fact-finding, to make the findings and
14 recommendations on all or any specified issues final and binding on
15 the parties.

16 6. If the parties do not agree on whether to make the findings
17 and recommendations of the fact finder final and binding, either
18 party may request the formation of a panel to determine whether the
19 findings and recommendations of a fact finder on all or any
20 specified issues in a particular dispute which are within the scope of
21 subsection 11 are to be final and binding. The determination must be
22 made upon the concurrence of at least two members of the panel and
23 not later than the date which is 30 days after the date on which the
24 matter is submitted to the panel, unless that date is extended by the
25 Commissioner of the Board. Each panel shall, when making its
26 determination, consider whether the parties have bargained in good
27 faith and whether it believes the parties can resolve any remaining
28 issues. Any panel may also consider the actions taken by the parties
29 in response to any previous fact-finding between these parties, the
30 best interests of the State and all its citizens, the potential fiscal
31 effect both within and outside the political subdivision, and any
32 danger to the safety of the people of the State or a political
33 subdivision.

34 7. Except as otherwise provided in subsection 10, any fact
35 finder, whether the fact finder's recommendations are to be binding
36 or not, shall base such recommendations or award on the following
37 criteria:

38 (a) A preliminary determination must be made as to the financial
39 ability of the local government employer based on all existing
40 available revenues as established by the local government employer
41 and within the limitations set forth in NRS 354.6241, with due
42 regard for the obligation of the local government employer to
43 provide facilities and services guaranteeing the health, welfare and
44 safety of the people residing within the political subdivision. *If the*
45 *local government employer is a school district, any money*



appropriated by the State to carry out increases in salaries or benefits for the employees of the school district must be considered by a fact finder in making a preliminary determination.

(b) Once the fact finder has determined in accordance with paragraph (a) that there is a current financial ability to grant monetary benefits, and subject to the provisions of paragraph (c), the fact finder shall consider, to the extent appropriate, compensation of other government employees, both in and out of the State and use normal criteria for interest disputes regarding the terms and provisions to be included in an agreement in assessing the reasonableness of the position of each party as to each issue in dispute and the fact finder shall consider whether the Board found that either party had bargained in bad faith.

(c) A consideration of funding for the current year being negotiated. If the parties mutually agree to arbitrate a multiyear contract, the fact finder must consider the ability to pay over the life of the contract being negotiated or arbitrated.

➤ The fact finder's report must contain the facts upon which the fact finder based the fact finder's determination of financial ability to grant monetary benefits and the fact finder's recommendations or award.

8. Within 45 days after the receipt of the report from the fact finder, the governing body of the local government employer shall hold a public meeting in accordance with the provisions of chapter 241 of NRS. The meeting must include a discussion of:

(a) The issues of the parties submitted pursuant to subsection 1;

(b) The report of findings and recommendations of the fact finder; and

(c) The overall fiscal impact of the findings and recommendations, which must not include a discussion of the details of the report.

➤ The fact finder must not be asked to discuss the decision during the meeting.

9. The chief executive officer of the local government shall report to the local government the fiscal impact of the findings and recommendations. The report must include, without limitation, an analysis of the impact of the findings and recommendations on compensation and reimbursement, funding, benefits, hours, working conditions or other terms and conditions of employment.

10. Any sum of money which is maintained in a fund whose balance is required by law to be:

(a) Used only for a specific purpose other than the payment of compensation to the bargaining unit affected; or

(b) Carried forward to the succeeding fiscal year in any designated amount, to the extent of that amount,



1 ➡ must not be counted in determining the financial ability of a local
2 government employer and must not be used to pay any monetary
3 benefits recommended or awarded by the fact finder.

4 11. The issues which may be included in a panel's order
5 pursuant to subsection 6 are:

6 (a) Those enumerated in subsection 2 of NRS 288.150 as the
7 subjects of mandatory bargaining, unless precluded for that year by
8 an existing collective bargaining agreement between the parties; and

9 (b) Those which an existing collective bargaining agreement
10 between the parties makes subject to negotiation in that year.

11 ➡ This subsection does not preclude the voluntary submission of
12 other issues by the parties pursuant to subsection 5.

13 **Sec. 1.6.** NRS 288.215 is hereby amended to read as follows:

14 288.215 1. As used in this section:

15 (a) "Firefighters" means those persons who are salaried
16 employees of a fire prevention or suppression unit organized by a
17 political subdivision of the State and whose principal duties are
18 controlling and extinguishing fires.

19 (b) "Police officers" means those persons who are salaried
20 employees of a police department or other law enforcement agency
21 organized by a political subdivision of the State and whose principal
22 duties are to enforce the law.

23 2. The provisions of this section apply only to firefighters and
24 police officers and their local government employers.

25 3. If the parties have not agreed to make the findings and
26 recommendations of the fact finder final and binding upon all issues,
27 and do not otherwise resolve their dispute, they shall, within 10 days
28 after the fact finder's report is submitted, submit the issues
29 remaining in dispute to an arbitrator who must be selected in the
30 manner provided in NRS 288.200 and have the same powers
31 provided for fact finders in NRS 288.210.

32 4. The arbitrator shall, within 10 days after the arbitrator is
33 selected, and after 7 days' written notice is given to the parties, hold
34 a hearing to receive information concerning the dispute. The
35 hearings must be held in the county in which the local government
36 employer is located and the arbitrator shall arrange for a full and
37 complete record of the hearings.

38 5. At the hearing, or at any subsequent time to which the
39 hearing may be adjourned, information may be presented by:

40 (a) The parties to the dispute; or

41 (b) Any interested person.

42 6. The parties to the dispute shall each pay one-half of the costs
43 incurred by the arbitrator.

44 7. A determination of the financial ability of a local
45 government employer must be based on:



(a) All existing available revenues as established by the local government employer and within the limitations set forth in NRS 354.6241, with due regard for the obligation of the local government employer to provide facilities and services guaranteeing the health, welfare and safety of the people residing within the political subdivision. *If the local government employer is a school district, any money appropriated by the State to carry out increases in salaries or benefits for the employees of the school district must be considered by an arbitrator in making a determination pursuant to this subsection.*

(b) Consideration of funding for the current year being negotiated. If the parties mutually agree to arbitrate a multi-year contract the arbitrator must consider the ability to pay over the life of the contract being negotiated or arbitrated.

➤ Once the arbitrator has determined in accordance with this subsection that there is a current financial ability to grant monetary benefits, the arbitrator shall consider, to the extent appropriate, compensation of other governmental employees, both in and out of this State.

8. At the recommendation of the arbitrator, the parties may, before the submission of a final offer, enter into negotiations. If the negotiations are begun, the arbitrator may adjourn the hearings for a period of 3 weeks. An agreement by the parties is final and binding, and upon notification to the arbitrator, the arbitration terminates.

9. If the parties do not enter into negotiations or do not agree within 30 days, each of the parties shall submit a single written statement containing its final offer for each of the unresolved issues.

10. The arbitrator shall, within 10 days after the final offers are submitted, accept one of the written statements, on the basis of the criteria provided in NRS 288.200, and shall report the decision to the parties. The decision of the arbitrator is final and binding on the parties. Any award of the arbitrator is retroactive to the expiration date of the last contract.

11. The decision of the arbitrator must include a statement:

(a) Giving the arbitrator's reason for accepting the final offer that is the basis of the arbitrator's award; and

(b) Specifying the arbitrator's estimate of the total cost of the award.

12. Within 45 days after the receipt of the decision from the arbitrator pursuant to subsection 10, the governing body of the local government employer shall hold a public meeting in accordance with the provisions of chapter 241 of NRS. The meeting must include a discussion of:

(a) The issues submitted pursuant to subsection 3;



(b) The statement of the arbitrator pursuant to subsection 11;
and

(c) The overall fiscal impact of the decision, which must not
include a discussion of the details of the decision.

➤ The arbitrator must not be asked to discuss the decision during
the meeting.

13. The chief executive officer of the local government shall
report to the local government the fiscal impact of the decision. The
report must include, without limitation, an analysis of the impact of
the decision on compensation and reimbursement, funding, benefits,
hours, working conditions or other terms and conditions of
employment.

Sec. 1.8. NRS 288.217 is hereby amended to read as follows:

288.217 1. The provisions of this section govern negotiations
between school districts and employee organizations representing
teachers and educational support personnel.

2. Not later than 330 days before the end of the term stated in
their collective bargaining agreement, the parties shall select an
arbitrator in the manner provided in subsection 2 of NRS 288.200 to
conduct a hearing in the event that an impasse is declared pursuant
to subsection 3. The parties and the arbitrator shall schedule a
hearing of not less than 3 consecutive business days, to begin not
later than June 10 immediately preceding the end of the term stated
in the collective bargaining agreement or 60 days before the end of
that term, whichever is earlier. As a condition of his or her selection,
the arbitrator must agree to render a decision, if the hearing is held,
within the time required by subsection 9. If the arbitrator fails or
refuses to agree to any of the conditions stated in this subsection, the
parties shall immediately proceed to select another arbitrator in the
manner provided in subsection 2 of NRS 288.200 until an arbitrator
is selected who agrees to those conditions.

3. If the parties to a negotiation pursuant to this section have
failed to reach an agreement after at least eight sessions of
negotiation, either party may declare the negotiations to be at an
impasse and, after 5 days' written notice is given to the other party,
submit the issues remaining in dispute to the arbitrator selected
pursuant to subsection 2. The arbitrator has the powers provided for
fact finders in NRS 288.210.

4. The arbitrator shall, pursuant to subsection 2, hold a hearing
to receive information concerning the dispute. The hearing must be
held in the county in which the school district is located and the
arbitrator shall arrange for a full and complete record of the hearing.

5. The parties to the dispute shall each pay one-half of the costs
of the arbitration.



6. A determination of the financial ability of a school district must be based on:

(a) All existing available revenues as established by the school district, *including, without limitation, any money appropriated by the State to carry out increases in salaries or benefits for the employees of the school district*, and within the limitations set forth in NRS 354.6241, with due regard for the obligation of the school district to provide an education to the children residing within the district.

(b) Consideration of funding for the current year being negotiated. If the parties mutually agree to arbitrate a multi-year contract the arbitrator must consider the ability to pay over the life of the contract being negotiated or arbitrated.

➤ Once the arbitrator has determined in accordance with this subsection that there is a current financial ability to grant monetary benefits, the arbitrator shall consider, to the extent appropriate, compensation of other governmental employees, both in and out of this State.

7. At the recommendation of the arbitrator, the parties may, before the submission of a final offer, enter into negotiations. If the negotiations are begun, the arbitrator may adjourn the hearing for a period of 3 weeks. If an agreement is reached, it must be submitted to the arbitrator, who shall certify it as final and binding.

8. If the parties do not enter into negotiations or do not agree within 7 days after the hearing held pursuant to subsection 4, each of the parties shall submit a single written statement containing its final offer for each of the unresolved issues.

9. The arbitrator shall, within 10 days after the final offers are submitted, render a decision on the basis of the criteria set forth in NRS 288.200. The arbitrator shall accept one of the written statements and shall report the decision to the parties. The decision of the arbitrator is final and binding on the parties. Any award of the arbitrator is retroactive to the expiration date of the last contract between the parties.

10. The decision of the arbitrator must include a statement:

(a) Giving the arbitrator's reason for accepting the final offer that is the basis of the arbitrator's award; and

(b) Specifying the arbitrator's estimate of the total cost of the award.

11. Within 45 days after the receipt of the decision from the arbitrator, the board of trustees of the school district shall hold a public meeting in accordance with the provisions of chapter 241 of NRS. The meeting must include a discussion of:

(a) The issues submitted pursuant to subsection 3;



(b) The statement of the arbitrator pursuant to subsection 10;
and

(c) The overall fiscal impact of the decision which must not
include a discussion of the details of the decision.

➡ The arbitrator must not be asked to discuss the decision during
the meeting.

12. The superintendent of the school district shall report to the
board of trustees the fiscal impact of the decision. The report must
include, without limitation, an analysis of the impact of the decision
on compensation and reimbursement, funding, benefits, hours,
working conditions or other terms and conditions of employment.

13. As used in this section:

(a) "Educational support personnel" means all classified
employees of a school district, other than teachers, who are
represented by an employee organization.

(b) "Teacher" means an employee of a school district who is
licensed to teach in this State and who is represented by an
employee organization.

Sec. 2. This act becomes effective on July 1, 2019.

