

STATE OF NEVADA

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*Executive Assistant*

DEPARTMENT OF BUSINESS AND INDUSTRY  
GOVERNMENT EMPLOYEE-MANAGEMENT  
RELATIONS BOARD

November 24, 2025

**MINUTES OF THE MEETING OF THE GOVERNMENT  
EMPLOYEE-MANAGEMENT RELATIONS BOARD**  
**(Meeting No. 25-15)**

A meeting of the Government Employee-Management Relations Board, sitting *en banc*, as well as Panel A, properly noticed and posted pursuant to the Nevada Open Meeting Law, was held on Monday, November 24, 2025, at 8:30 a.m. The meeting was held in the Carl Dodge Conference Room, located in the EMRB office, Suite 490, Nevada State Business Center, 3300 W. Sahara Avenue, Las Vegas, NV 89102. The meeting was also held virtually via Teams.

The following Board members were present:

Brent C. Eckersley, Esq., Chair  
Michael A. Urban, Esq., Vice-Chair  
Michael J. Smith, Board Member  
Bruce K. Snyder, Esq., Board Member  
Jerry Keating, Board Member

Also present:

Marisu Romualdez Abellar, Commissioner  
Kelly Valadez, Executive Assistant  
Cathy Zamora, Administrative Assistant II  
Jessica Guerra, Esq., Attorney General's Office

Members of the Public Present:

Frank Flaherty, Esq.  
Jason Guinasso, Esq.  
Jordan Walsh, Esq.  
Russell Klein

The agenda:

**The Board Sitting *En Banc***

The following seven (7) items were considered by the full Board.

**1. Opening Items**

The meeting on Monday, November 24, 2025, was called to order by Chair Eckersley at 8:30 a.m. On roll call, all members were present. Thus, a quorum was present. The pledge

of allegiance was recited, followed by a moment of silence.

**2. Public Comment**  
No public comment.

**3. Approval of the Minutes**  
Upon motion, the Board approved the minutes for the meeting held November 5, 2025.

**4. Case 2024-039**  
**Nye County Support Staff Organization v. Nye County School District**  
The Board deliberated on the Joint Status Report but took no action at this time. Noting that the parties are in the process of preparing a settlement agreement, the Board continued the stay in this matter until a final agreement is reached. The next Joint Status Report will be due in 60 days, or by January 23, 2026.

**5. Case 2025-010**  
**Fraternal Order of Police Lodge 21 v. State of Nevada, et al.**  
The Board deliberated on the Stipulation and Order to Dismiss with Prejudice. Upon motion, the Board approved the Stipulation and Order to Dismiss with Prejudice.

**6. Case 2025-014**  
**Lander County Classroom Teachers Association v. Lander County School District**  
Upon motion, the Board granted a hearing in the case. The matter was randomly assigned to Panel D, consisting of Vice Chair Urban as presiding officer and Board Members Smith and Keating. Both counsel for the Appellant and the Respondent agreed that the hearing would require only one day. Accordingly, the hearing was scheduled for March 30, 2026, with March 31, 2026, reserved if needed.

**7. Setting of Future Board Meeting Dates**  
A proposal was made to schedule the March Board meeting for March 30–31, 2026, with general Board business to be conducted on March 31, 2026. A separate proposal was made to schedule the April Board meeting for April 22–24, 2026, with general Board business to be conducted on April 24, 2026. Upon separate motions, the Board approved the proposed dates for the March and April meetings.

**Panel A**  
(Eckersley, Urban, Keating)

The following item was considered by Panel A:

**8. Case 2024-015**  
**Susan Herron v. Incline Village General Improvement District**  
Panel A deliberated on the Stipulation and Order to Continue Hearing. Upon motion, Panel A approved the Stipulation and Order and noted that the parties will file a Joint Status Report by November 26, 2025.

**The Board Sitting *En Banc***

The following two (2) items were considered by the full Board.

**9. Additional Period of Public Comment**

No public comment.

**10. Adjournment**

There being no additional business to conduct, Chair Eckersley adjourned the meeting.

Respectfully submitted,



Marisu Romualdez Abellar  
EMRB Commissioner