



NEVADA STATE TEACHER RECRUITMENT AND RETENTION ADVISORY TASK FORCE

THURSDAY, APRIL 26, 2023

4:00 P.M.

Office	Address	City	Meeting Room
Department of Education	2080 E. Flamingo Rd.	Las Vegas	Board Room
Department of Education	700 E. Fifth St.	Carson City	Board Room
Department of Education	Virtual/ Livestream	n/a	n/a

DRAFT SUMMARY MINUTES OF THE REGULAR MEETING

MEMBERS IN ATTENDANCE

- Lance Lattin
- Alicia Logan
- Meridon Fortune
- Thomas Brooks
- Aaron Watson
- Magdaline Wells
- Nicole Witkowski
- Linda Kile
- Sandra Ayers
- Sherry Spencer
- Viengkhone Peabody
- Natalia Cui-Callahan
- Maria Cristy Fernandez

NEVADA DEPARTMENT OF EDUCATION (NDE) STAFF IN ATTENDANCE

- Jeff Briske, Director, Office of Educator Development, Licensure, and Family Engagement (EDLiFE)
- Kathleen Galland-Collins, Assistant Director, Office of Educator Development, Licensure, and Family Engagement (EDLiFE)
- Dr. Katie Broughton, Education Programs Professional, Office of the Superintendent
- Kellylynn Charles, Education Programs Professional, Office of Educator Development, Licensure, and Family Engagement (EDLiFE)
- Rick Derry, Administrative Assistant, Office of Educator Development, Licensure, and Family Engagement (EDLiFE)

VIRTUAL GUESTS IN ATTENDANCE

- Josie Hatem, Homebuyer Programs Coordinator, Nevada Housing Division (NHD)

1. CALL TO ORDER, ROLL CALL, PLEDGE OF ALLEGIANCE, AND LAND ACKNOWLEDGEMENT

Chair Lance Lattin called the meeting to order. Kellylynn Charles gave roll call following the Pledge of Allegiance and land acknowledgement.

2. PUBLIC COMMENT #1

There were no public comments provided in Las Vegas or Carson City.

3. INFORMATION, DISCUSSION, AND POSSIBLE ACTION REGARDING THE POSSIBLE APPROVAL OF THE JANUARY 26, 2023, MEETING MINUTES (*Information/Discussion/For Possible Action*)

Chair Lance Lattin entertained a motion to approve the January 26, 2023, meeting minutes. Member Sherry Spencer moved to approve the minutes. Member Nicole Witkowski seconded, with no objections, motion carried unanimously.

4. INFORMATION AND DISCUSSION REGARDING AN UPDATE ON THE HOME IS POSSIBLE FOR TEACHERS PROGRAM (*Information/Discussion*)

Josie Hatem, Homebuyer Programs Coordinator, Nevada Housing Division (NHD) gave a presentation on the Home Is Possible (HIP) for teachers Down Payment Assistance (DPA) Program. The purpose of the program is to help recruit and retain full-time kindergarten through twelfth grade teachers for both public schools and public charter schools in the entire state of Nevada. The downpayment assistance allows a teacher to have \$7,500 assistance in the form of a second mortgage with 0% interest & no payments. The funds can be used for down payment and closing costs. This does require the teacher to stay in the home for five years in order to qualify for forgiveness, and it will allow the teacher to be eligible for \$125 to be forgiven each month. The added benefits are that the teachers will have a below market fixed interest rate and will be available to all 17 counties in Nevada. This program does not require the teacher to be a first-time homebuyer and will be extended to June 30, 2023, which is also the date teachers would need to reserve by that date.

The qualifying income requirements would be \$105,000 for one borrower and if there was a teacher and a spouse, then it would go up to \$135,000. Both borrowers do not have to be teachers as long as there is at least one teacher. The home price would have to be below the Federal Housing Administration (FHA) Agency County limit. The FHA limit varies by county. The program lowered the minimum credit score requirement to 640 and teachers cannot own other property at the time of closing. Furthermore, the applicant must be a licensed full-time K-12 public school or public charter school classroom teacher in Nevada.

Ms. Hatem opened the floor for questions. Member Magdaline Wells asked what the extent of the below market interest rate was. Ms. Hatem stated that the interest rates vary as they go along with the market. The teacher's program is currently at 6.5 %.

Ms. Hatem shared that there are other options for teachers to use such as the Home First DPA Program. This program is a federally funded program with a 30-year fixed rate first mortgage along with a no interest, no payment \$15,000 forgivable second mortgage. This program has stricter requirements as it is a federally funded program. The loan types are FHA, VA, USDA, Fannie Mae, and Freddie Mac. There is a minimum credit score of 640 (680 for Manufactured Homes). The purchase price is followed by agency guidelines with a maximum of \$570,000 which also depends on the county requirements. Additionally, at least one occupying borrower must be a

6-month resident of Nevada at the time of reservation. Income limits are 300% of federal poverty level for all government loans (FHA, VA, USDA). Anyone who is eighteen years of age or older must have their income accounted for. One difference between the Home First DPA program and Home Is Possible DPA program is that the Home First DPA program gives \$15,000.00 which cannot be used for closing costs. The DPA will be in the form of a no interest, no payment, 3-year forgivable second mortgage. The loan will be forgiven at the end of 3 years or December 31, 2026, whichever occurs first. The funds are currently limited to about 500 families, and the program has had about 75 families use it so far.

Ms. Hatem presented the third program called Home Is Possible for First Time Buyer (Bond) which allows teachers a 30-year fixed rate loan. This program gives 4% assistance in the form of a second mortgage with 0% interest and no payments. It is forgivable at a prorated rate after 7-years or due upon sale, refinance, transfer, or payoff of first mortgage.

The First-Time Homebuyers requirement is that you cannot have owned a primary residence in the past 3-years and have minimum credit score of 640 (680 for Manufactured Homes). All government loan types available are FHA, VA, and USDA-RD. She presented a chart showing the maximum household income and purchase limits for first-time homebuyer FHA, VA, and USD. This is a bond program and is based on 80% of the area's median income. This program is great for teachers or staff who have not owned a home in the past 3 years. All programs property eligibility can be a new or existing property and primary residential units only which include single family residence, condos, townhomes, and manufactured homes. Ms. Hatem added that a payoff of funds not forgiven would be required if the teacher ceases to reside in the property, prepays or refinances, sells, transfers, or otherwise disposes of property. She provided an example that if a teacher were to use the First-Time Buyer program that is 7 years and had \$12,000 in assistance, they would have to pay that back, however, the teacher wouldn't have to pay it back out of pocket because it gets calculated with the refinance. One of the requirements for the program is homebuyer education. NHD partnered with Freddie Mac to create CreditSmart Homebuyer U. This program was created to ensure success along the way, they require soon-to-be homeowners to take a homeownership class prior to closing on a mortgage. These courses can be found on the NHD website. Ms. Josie Hatem closed her presentation with a thank you to all of the teachers in the state of Nevada. More information on the Home Is Possible program can be found at www.HIPNV.org. (See meeting materials.)

5. INFORMATION AND DISCUSSION REGARDING THE 2023 LEGISLATIVE AND REGULATION UPDATES (*Information/Discussion*)

Dr. Katie Broughton, Education Programs Professional, Office of the Superintendent serves as the legislative liaison for the Nevada Department of Education (NDE). Dr Broughton gave an overview of the legislative process and relevant updates for the Task Force. She shared a list of Assembly Bills that are currently related to the work of recruitment and retention of teachers. There are five bills AB72, AB182, AB269, AB323, and AB428. She also presented Senate Bills that may impact teacher recruitment and retention, specifically, SB47, SB71, SB72, SB291, SB313, SB438, and SB442. These are the bills that are being considered and most relevant to the committee. Dr. Broughton opened the floor for questioning about the bills.

Jeff Briske, Director Office of Educator Development, Licensure, and Family Engagement (EDLiFE) and also serves as secretary to the Commission of Professional Standards in Education gave an overview of proposed regulations that are designed to remove barriers to licensure. (See meeting materials)

6. INFORMATION AND DISCUSSION REGARDING AN UPDATE ON STAKEHOLDER WORKGROUPS (*Information/Discussion*)

Kellylynn Charles shared that the Task Force asked NDE to create and convene workgroups surrounding a statewide exit survey, and a statewide working condition survey. She stated that the Department received one million dollars from the Interim Finance Committee (IFC) in order to advance the work of

both of the workgroups. The workgroup has been reconvened the workgroup to develop, write, and revise the protocols for the implementation, data collection, and confidentiality surrounding the survey results and the reporting of the data. They are working on the protocols and developing FAQ's regarding the exit survey.

Mrs. Charles stated that they'd begun the work with the working group on the statewide working conditions survey. They had the first meeting last week and have been reviewing the questions and formatting various working conditions from across the nation. Kathleen Galland-Collins added that there is another working group regarding the revision of the licensure webpage in hopes to make the page easier to use.

7. INFORMATION, DISCUSSION, AND POSSIBLE ACTION REGARDING WORK SESSION *(Information/Discussion/Possible Action)*

Kellylynn shared that she communicated with the Interim Standing Committee on Education since the last report that they submitted this past February to the Interim Standing Committee on Education and to the Legislative Council Bureau. Many of the ideas shared in the various bills Dr. Broughton discussed came from the report. The study on teacher workload is included in SB72 along with the study on licensure requirement.

SB71 is proposed to make changes to the Task Force to include support staff. The Department envisioned that between now through December that the group could focus on narrowing and refining the recommendations surrounding teacher recruitment and retention. Should SB71 pass both houses and be signed by the Governor the Task Force membership will change and will have the additional task of making recommendations to positively impact the recruitment and retention of support. Mrs. Galland-Collins added that if the Task Force wanted to request information and recommendations from partners such as the Superintendent Teachers Advisory Cabinet, The Principals Advisory Cabinet, the Coalition for Teacher Retention and Recruitment, and the Nevada System of Higher Education (NSHE) Teacher Pipeline to share recommendations with the Department. In the report, when the Department mentioned that there were five different groups that recommended some of these things made a big impact on them in the report. Mrs. Galland-Collins suggested that if the Task Force was interested in soliciting recommendation from these partners again that they could make a motion to for the Department to reach out to them to solicit recommendations from them again. It is completely up to the Task Force to use the recommendations or not. Mrs. Charles opened the floor for questions and comments.

Member Sherry Spencer commented that she believes working with other group helps sees the bigger picture due to the Task Forces' limited view. Chair Lance Lattin agreed with member Spencer that it had a big impact on him also. Member Magdaline Wells asked if the inclusion of the group serves to give a bigger picture or a different picture. She added that she believes that once you start diluting the main focus, does that add to ambiguity as what the purpose is?

Mrs. Charles replied that the groups that were asked were the Superintendent's cabinet, the teachers, and the principals; have workgroups themselves focused on research and recommendations surrounding teacher recruitment and retention. The Coalition is made up of district, HR, and personnel who are working on recruitment strategies and policies within their districts. The NSHE Teacher Pathways is working on bringing in more Ed-Prep students, so when they come to present, they are sharing their work that they are already doing, so that collectively everybody can join in. She added that a few of the members noticed that all the groups that worked in isolation said the same thing on the recommendations. It added weight to the recommendation for an exit survey. She stated that she doesn't believe that it would dilute the focus but believes it will narrow the focus and allows the workgroups to work on teacher recruitment and retention from the same vantage point in turn lending creditability to the recommendations that are presented to the legislators. Mrs. Galland-Collins added that there is nothing that states that you have to take the recommendations because this Task Force is the one who drafts the recommendations to take to legislators.

Member Meridon Fortune made a motion to invite the groups to come share the information with the Task Force in the fall during the next meeting in September or November. Vice Chair Cristy Fernandez seconded the motion. The motion carried unanimously.

Kellylynn asked the Task Force if they had any suggestions for other requests. Member Wells wanted to know where the Governor is regarding some of the proposals for teacher recruitment and retention. She wanted to know if there was anything that would come up about the campaign promises he put forth. Member Spencer asked if the Task Force could get any information on how other states have addressed the teacher recruitment and retention issue. Member Tom Brooks asked if there were any updates and information on endorsement changes and licenses requirement changes.

8. INFORMATION, DISCUSSION, AND POSSIBLE ACTION REGARDING FUTURE MEETING DATES AND AGENDA ITEMS (*Information/Discussion/For Possible Action*)

Kellylynn shared the meeting dates of Wednesday, June 7, 2023; Wednesday, September 13, 2023; and Tuesday, November 14, 2023.

9. PUBLIC COMMENT #2

No public comment in Las Vegas, and no public comment in Carson City.

10. ADJOURNMENT

Without further objection, meeting adjourned at 5:16pm