

**NEVADA DEPARTMENT OF EDUCATION  
NEVADA STATE TEACHER RECRUITMENT AND RETENTION ADVISORY TASK FORCE  
APRIL 25, 2022  
4:00PM**

<b>Office</b>	<b>Address</b>	<b>City</b>	<b>Meeting</b>
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**

**TASK FORCE MEMBERS PRESENT**

Tammie Smithsburg  
 Meridon Fortune  
 Aaron Watson  
 Magdaline Wells  
 Nicole Witkowski  
 Antonio Gabarre  
 Sandra Ayers  
 Sherry Spencer  
 Justin Petrillo  
 Natalia Cui-Callahan  
 Cherie Reid  
 Maria Cristy Fernandez

**DEPARTMENT STAFF PRESENT**

KellyLynn Charles, Education Programs Professional, Office of Educator Development, Licensure, and Family Engagement  
 Kathleen Galland-Collins, Assistant Director, Office of Educator Development, Licensure, and Family Engagement  
 Belinda Schauer, Education Programs Professional, Office of Educator Development, Licensure, and Family Engagement  
 Rick Derry, Administrative Assistant, Office of Educator Development, Licensure, and Family Engagement  
 Jeff Briske, Director, Office of Educator Development, Licensure, and Family Engagement

**LEGAL STAFF PRESENT**

David Gardner, Senior Deputy Attorney General

**PRESENTERS IN ATTENDANCE**

Andrew F. Morrill, Senior Program Associate, Region 15 Comprehensive Center at WestEd

**AUDIENCE IN ATTENDANCE**

The livestream feed allowed public viewing throughout the meeting.

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

Chair Smithburg called the meeting to order at 4:00PM and led the Pledge of Allegiance.

**2. PUBLIC COMMENT #1**

No public comment in Carson City, no public comment in Las Vegas, no public comment submitted via email.

**3. INFORMATION, DISCUSSION, AND POSSIBLE ACTION REGARDING THE POSSIBLE APPROVAL OF THE APRIL 8, 2022, MEETING MINUTES**

Member Sherry Spencer motioned to approve April 8, 2022, meeting minutes, Member Linda Flaherty seconded the motion. Motion passed unanimously.

**4. INFORMATION, DISCUSSION, REGARDING THE WORK OF THE NEVADA DEPARTMENT OF EDUCATION.**

Chair Tammie Smithsburg introduced Director Jeff Briske from the Nevada Department of Education, Office of Educator Development, Licensure and Family Engagement (EDLiFE) who gave a PowerPoint presentation on *Support for Recruitment and Retention of Nevada Educators*. Mr. Briske gave an overview of what knowledge should be gained after the presentation. In slides three and four, Director Briske gave an overview of the departments work groups and public bodies. He presented a color-coded diagram showing how they are funded. Director Briske gave a detailed breakdown of each public body such as, Teacher Recruitment and Retention Task Force, Teacher Pathways Task Force, and the Nevada Coalition for Educator Recruitment and Retention. Additionally, Director Briske shared information with the Task Force members about scholarship programs and other initiatives designed to support the recruitment and retention of educators. ([See meeting materials](#))

**5. INFORMATION, DISCUSSION, AND POSSIBLE ACTION REGARDING WORK SESSION**

KellyLynn Charles presented a spreadsheet with the recommendation to create a permanent state-funded Education Program Professional position designated to support recruitment and retention efforts. Mrs. Charles also reviewed the April 8 work session recommendations that included a Statewide minimum salary for licensed personnel (add % increase), a Statewide Exit Survey, central repository of information about each district (including salary schedule) to be housed on the NDE website, Statewide Working Conditions Survey, the legislature to provide state general funds to support the Home is Possible for Teachers program, housing/rental assistance/ funding for districts to build or arrange for housing, retention incentives, increase the allocation of funding to education, additional resources to support mental health supports and staffing (school psychologists, counselors, social workers), and the suggestion to look into requirements of 600 hours of clinical experience for school counselors to see if it can be done as an internship. Kathleen Galland-Collins mentioned that Belinda Schauer has been researching the Statewide minimum salary for licensed workers. Both Kathleen Galland-Collins and Belinda Schauer compared annual salaries and cost of living from state to state. The latest information they've found on the cost of living were from reports from 2018, Mrs. Galland-Collins recognized that the cost of living has changed drastically, however, they are working on finding more information in order to see how the salaries compare from state to state. Mrs. Galland-Collins discussed the presentation on mental health supports and the Exit Survey, which was presented at the last Nevada State Board of Education meeting and can be found on the State of Nevada Department of Education website ([see meeting materials](#))

**6. INFORMATION, DISCUSSION, AND POSSIBLE ACTION REGARDING FUTURE MEETING DATES.**

The future meeting dates survey showed quorum would be met with meetings on Thursday, May 12 at 3:30 PM and Wednesday, May 18, 2022, at 3:30 PM. **Member Linda Kile motioned to have meetings on Thursday, May 12, 2022, at 3:30 PM and Wednesday, May 18, 2022, at 3:30 PM. Member Sherry Spencer seconded the motion. Motion passed unanimously.**

**7. FUTURE AGENDA ITEMS**

Member Nicole Witkowski questioned whether the recommendations would be based on priority, Kathleen Galland-Collins responded and stated that once they have the data in place in the proper report format that will allow the Task Force to determine which recommendations should be prioritized.

**8. PUBLIC COMMENT #2**

No public comment in Las Vegas and no public comment in Carson City. No public comment was submitted via email.

**9. ADJOURNMENT**

Meeting adjourned at 5:55P.M.