

**NEVADA DEPARTMENT OF EDUCATION
NEVADA STATE TEACHER RECRUITMENT AND RETENTION ADVISORY TASK FORCE
March 23, 2022
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 PRESENT

Nicole Witkowski
Lance Lattin
Antonio Gabarre
Magdaline Wells
Kristen Peck
Tammie Smithburg
Linda Kile
Meridon Fortune
Sandra Ayers
Sherry Spencer
Linda Flaherty
Justin Petrillo
Viengkhone Peabody
Natalia Cui-Callahan
Maria Cristy Fernandez

DEPARTMENT STAFF PRESENT

In Las Vegas

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

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

The meeting of the Task Force was called to order at 4:13 P.M. by Chair Fernandez. Quorum was established. Chair Fernandez led the Pledge of Allegiance. Members were reminded of the meeting norms.

2. PUBLIC COMMENT #1

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

3. INFORMATION, DISCUSSION, AND POSSIBLE ACTION REGARDING THE POSSIBLE APPROVAL OF THE FEBRUARY 11, 2022, MEETING

Member Smithburg motioned to approve the March 23, 2023, Meeting Minutes. Member Lattin seconded. Motion passed unanimously.

4. INFORMATION AND DISCUSSION ON THE STATUTORY REQUIREMENTS OF THE TEACHER RECRUITMENT AND RETENTION ADVISORY TASK FORCE

Kathleen Galland-Collins explained the purpose of the Teacher Recruitment and Retention Advisory Task Force ([See meeting materials](#)). Ms. Galland-Collins opened with the Nevada Revised Statute (NRS) 391.492 Creation of the Task Force. Ms. Galland-Collins explains the qualifications of members. Each Task Force member must have 5 years of experience teaching in a public school in the state of Nevada and be actively employed as a Nevada public school teacher while remaining a teacher throughout the duration of the members' term. Every February 1 of each even-numbered year, the Legislative Committee on Education (LCE) shall select one or more teachers as applicable to serve as a member of the Task Force. On or before February 1 of each odd-numbered year, the Task Force must submit a report to the Director of the Legislative Counsel Bureau for transmission to the Legislature describing the findings and recommendations of the Task Force. Additionally, by June 1 of even-numbered years, the Task Force submits a report of findings to the Legislative Committee on Education. Kathleen Galland-Collins addressed NRS 391.494 and NRS 391.496 Task Force Duties. Kathleen Galland-Collins recognized Chair Cristy Fernandez and Vice Chair Tammie Smithsburg for the presentation they gave to the Legislative Committee on Education (LCE) on behalf of the Task Force. Ms. Galland-Collins shared information about the Task Force support personnel. Vice Chair Tammie Smithsburg acknowledged Ms. Galland-Collins and Ms. KellyLynn Charles for their support.

5. INFORMATION, DISCUSSION, AND POSSIBLE ACTION TO HOLD THE ANNUAL ELECTION OF THE CHAIR AND VICE CHAIR

Cristy Fernandez explained the duties associated with the role of Chair and Vice Chair which include running the meetings, working with the Department on the agenda, and presenting to the LCE. Chair Fernandez asked Senior Deputy Attorney General, David Gardner to lead the election of Chair and Vice Chair.

Senior Deputy Attorney General David Gardner introduced himself and explained the election procedure to the Task Force.

Mr. Gardner called for nominations for Chair. Member Fernandez nominated Member Smithburg. No other nominations were made. Mr. Gardner called for votes. Member Fernandez received 15 votes in favor. Member Smithburg was elected as Chair.

Mr. Gardner called for nominations for Vice Chair. Member Smithburg nominated Member

Fernandez for Vice Chair. No other nominations were made.

Mr. Gardner called for votes for Vice Chair. Member Smithburg received 15 votes. Member Fernandez was elected Vice Chair. The meeting was turned over to Chair Smithburg.

6. INFORMATION AND DISCUSSION REGARDING OPEN MEETING LAW

David Gardner, Senior Deputy Attorney General conducted a training on Nevada Open Meeting Law (OML) ([See meeting materials](#)) to ensure members understood the legal expectations and requirements of members of a public task force. He explained the Legislative Intent which states, all public bodies exist to aid in the conduct of the people’s business Nevada Revised Statute (NRS) 241.010; NRS 241.016(4). DAG David Gardner addressed that “public meeting law should be liberally construed and broadly interpreted to promote openness in government.” The training included an explanation of NRS and Nevada Administrative Code (NAC), what constitutes a meeting, guidelines for the Public Body, walking quorums, and email communications. He then explained common violations within open meetings including limitations on Task Force members discussing items not on the agenda and interactions with public comment.

7. INFORMATION, DISCUSSION, AND POSSIBLE ACTION REGARDING A WORK SESSION TO FULFILL THE REQUIREMENTS OF NRS 391.496

KellyLynn Charles presented and discussed the Impact and Feasibility of Possible Solutions ([See meeting materials](#)). Ms. Charles began by sharing past presentations to the Task Force and work that has already been done. She shared the Task Force began with a root cause analysis and data collection. Ms. Charles thanked WestEd for their assistance with that work. Additionally, at the request of the Task Force, the Nevada Department of Education (NDE) convened a stakeholder workgroup that involves some members of the Task Force. They developed a statewide exit survey at the Task Forces’ recommendation (available online). Ms. Charles mentioned The Nevada Housing Division gave a presentation on programs available to help teachers buy a home and The Nevada Systems of Higher Education (NSHE) Teacher Pathways Task Force gave a presentation on the work they are doing for the universities and prep programs. Member Linda Flaherty questioned “Why is it considered low feasibility for flexible hiring options for teachers?” Kathleen Galland-Collins advised that most of the hiring processes are negotiated agreements that requires the associations within the school district to agree on what those options would be. Member Flaherty asked whether the associations had been willing to work on this. Ms. Galland-Collins deferred to Deputy Attorney General Gardner shared that if a recommendation dealing with the associations was worded to be within the purview of the Task Force recruitment and retention statute, he wouldn’t have any issues with it. Member Nicole Witkowski questioned whether there will be retention incentives for staying in their school. Vice Chair Fernandez mentioned there are some incentives depending on the school district. For example, Washoe County School District has incentives for teachers that are at Title 1 schools. Ms. Galland-Collins added that there were incentive grant funds that were rolled over into the Student-Centered Funding Plan. Districts may use the funds in a variety of ways, including the offering of incentives.

Chair Smithburg asked for information on other recruitment and retention efforts, including stakeholder groups and grant funds. Ms. Charles shared the NSHE Teacher Pathways Task Force, the Nevada Coalition for Recruitment and Retention, the Superintendent’s Teacher Advisory Cabinet Recruitment and Retention Workgroup, the Superintendent’s Principal Advisory Cabinet Recruitment and Retention Workgroup, and the Clark County School District Recruitment and Retention workgroup are the groups that meet to discuss and share ideas on recruitment and retention of educators.

Ms. Galland-Collins stated Nevada has leveraged ESSER funds for scholarships such as the Incentivizing Pathways to Teaching grant which is 20 million dollars over two years for stipends during student teaching and for course work. She reminded the members of the DonorsChoose funding. More details will be provided regarding the incentive funding in the next Task Force meeting. Chair Smithsburg asked for a motion to request the recruitment and retention groups submit it recommendations to the Task Force for considerations.

Member Flaherty motioned to ask other groups to submit recommendations for Task Force consideration. Vice Chair Fernandez seconded. Motion passed.

8. INFORMATION, DISCUSSION, AND POSSIBLE ACTION REGARDING FUTURE MEETING DATES

Ms. Charles opened discussion for future meeting times with members of the Task Force. The members agreed to have a meeting start time between 03:00 PM – 03:30 PM. Ms. Charles agreed to survey the members on feasible dates.

9. FUTURE AGENDA ITEMS

Ms. Charles clarified future agenda items the Task Force mentioned during the meeting were requesting other groups submit recommendations for Task Force consideration, a data presentation from WestEd, and information on recruitment and retention incentive funds. Chair Smithsburg confirmed those were the requests.

Members Meridon Fortune and Viengkhone (Vee) Peabody introduced themselves to the Task Force.

10. PUBLIC COMMENT #2

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

11. ADJOURNMENT

With no objections, the Chair adjourned the meeting at 5:26 P.M.