

**NEVADA DEPARTMENT OF EDUCATION  
COMMISSION ON PROFESSIONAL STANDARDS IN EDUCATION  
FRIDAY JULY 29, 10:00 AM**

<b>Office</b>	<b>Address</b>	<b>City</b>	<b>Meeting</b>
Department of Education	2080 E. Flamingo Rd.	Las Vegas	Big Horn
Department of Education	700 E. Fifth St.	Carson City	Silver Ore
Department of Education	Livestream	n/a	<u><a href="#">Link</a></u>

**DRAFT SUMMARY MINUTES OF THE COMMISSION MEETING**

**COMMISSION MEMBERS PRESENT:**

**In Las Vegas:**

Commissioner Kenny Belknap  
Commissioner Meredith Freeman  
Commissioner Amy Rozar  
Commissioner Joseph Morgan

**In Carson City:**

Commissioner Sherry Mitchell

**Virtually:**

President Aaron West  
Commissioner Jamie Hawkins  
Commissioner Jennifer Davis

**COMMISSION MEMBERS NOT PRESENT:**

Commissioner Jordan Wenger  
Commissioner Andre Ponder  
Commissioner Christina Tucker

**NEVADA DEPARTMENT OF EDUCATION**

**DEPARTMENT STAFF PRESENT:**

**In Las Vegas:**

Jeff Briske, Director, Office of Educator Development, Licensure, and Family Engagement (EDLiFE)  
Anabel Sanchez, Education Programs Professional, EDLiFE  
Ronika Johnson, Administrative Assistant III, EDLiFE

**LEGAL STAFF PRESENT**

Senior Deputy Attorney General David Gardner (Virtually)

**AUDIENCE IN ATTENDANCE:**

**In Las Vegas:**

Brian Salafia, Teacher, Clark County School District, (CCSD)  
Joshua Mackay, Teacher, CCSD.

**1. CALL TO ORDER; ROLL CALL; PLEDGE OF ALLEGIANCE**

President West called the meeting to order at 10:00 A.M. Roll call attendance was taken as reflected above and quorum was established. President West welcomed new members Amy Razor and Joseph Morgan. The Pledge of Allegiance was led by President West.

**2. PUBLIC COMMENT #1**

1. Joshua Mackay, Teacher, Clark County School District, provided public comment regarding NAC 391.036. *(A summary of this statement is available in Appendix A)*
2. Debbie Walter, Human Resources Technician, Washoe County School District provided public comment regarding NAC 391.036. *(A summary of this statement is available in Appendix A)*
3. Hawah Ahmad, Lobbyist, Clack County Education Association provided public comment regarding NAC 391.036. *(A summary of this statement is available in Appendix A)*
4. Toby Babina, Human Resources Director, Clark County School District, provided public comment regarding NAC 391.036. *(A summary of this statement is available in Appendix A)*

**3. REQUEST FOR EMERGENCY REGULATION *(Information/Discussion/For possible action)***

Director Briske opened the request for [emergency regulation](#) and noted that section 1 of the emergency regulation will amend NAC 391.077 the extension of time prescribed for renewal of a license or for validity of a provisional license. Subsection 4 has been added to allow the superintendent of public instruction to grant an additional extension to section 1 for no more than 6 months pursuant to NAC 391.056 section (1)(b) for any licenses rendered invalid due to testing provisions on or after June 1, 2022. Section 2 of the emergency regulation will amend NAC 391.045. Applications for license or endorsement will require documentation, fees, and the applicability of academic credits. Subsection 5 has been added to reduce the fees for an initial substitute or emergency substitute application to \$100.00. Section 3 of the emergency regulation will amend NAC 391.070, renewal of license, general requirements, fees, and the delay of expiration date by the superintendent of public instruction. Subsection 4 has been added to reduce the renewal application fee for substitutes and emergency substitutes to \$100.00.

Commissioner Belknap asked how long the timeline will be to implement this change if the governor approves this regulation.

Director Briske responded that it would take about three weeks to implement this change in the licensure system.

Director Briske responded the process needs to go through the licensure system vendor. Scripts must be written, which would create several lists. We verify the lists and send them back to the vendor. The scripts are re-written to address any errors and then verified again. Once all lists are verified, the program can run to update the teacher licenses.

**Motion:** Commissioner Hawkins made the motion to move the emergency regulation forward. Commissioner Belknap seconded the motion. **Motion carried unanimously.**

**4. PUBLIC COMMENT #2**

1. Brian Salafia, Teacher, Clark County School District provided public comment regarding NAC 391.036. *(A summary of the statement is available in Appendix A)*

**5. ADJOURNMENT**

Commissioner Davis moved to adjourn the meeting. Commissioner Belknap seconded. **Motion carried unanimously.** The meeting adjourned at 11:23 A.M.

## APPENDIX A: STATEMENTS GIVEN DURING PUBLIC COMMENT

1. Joshua Mackay, Teacher, Clark County School District, provided public comment regarding NAC 391.036. *(A summary of this statement is available in Appendix A)*
2. Debbie Walter, Human Resources Technician, Washoe County School District provided public comment regarding NAC 391.036. *(A summary of this statement is available in Appendix A)*
3. Hawah Ahmad, Lobbyist, Clack County Education Association provided public comment regarding NAC 391.036. *(A summary of this statement is available in Appendix A)*
4. Toby Babina, Clark County School District, provided public comment regarding NAC 391.036. *(A summary of this statement is available in Appendix A)*
5. Brian Salafia, Teacher, Clark County Schoo District provided public comment regarding NAC 391.036. *(A summary of the statement is available in Appendix A)*

### ITEM A1: JOSHUA MACKAY

Summary of Public Comment:

Provided public comment regarding NAC 391.036

Hi Miss Johnson,

I was at the meeting this morning and spoke to you briefly afterwards. I now realize what you were voting on was not necessarily what I was there to speak about. My comment would have been to address the problem I have run into. I have had a problem passing the Praxis Core Math exam. I served in the Army for nine years prior to attending college to become a teacher. During one of my deployments, I was wounded and received a traumatic brain injury (TBI). Once I recovered, it became increasingly difficult to process math the way I used to. It took me five tries to get through College Algebra, and about the same number of times on the core test. Before I did my student teaching, I took a Praxis test, which is listed as the PLT on my transcript, but it incorporated reading, writing, and math. When we moved here in 2019, I was confused why I had to take another test basically covering the same thing.

I would have asked to consider following many other states and stop requiring the core exam. I am onboard with the content and PLT exams, but the core exam is an expensive test for no good reason. It doesn't measure how effective I am as a teacher. I currently have until December to pass the test, but with all of the pressure and anxiety it brings I don't know if that will happen. I really don't want to stop teaching or try to go to a state without the core requirement. Thank you and have a nice day!

Joshua Mackay  
US History, APUSH, Key Club Advisor  
Chaparral High School  
702-799-7580 ext. 3310

**ITEMA2: DEBBIE WALTERS**

Summary of Public Comment:

Provided public comment regarding NAC 391.036

Good morning,

After attending this morning's COPS meeting, I wanted to provide some information on my experience with the ETS/Praxis company to support Brian S. who provided public comment about his experience trying to obtain an accommodation due to his medical condition.

Before that, I would like to applaud your efforts to support Nevada teachers! Thank you for all that you are doing to keep our teachers in the classroom without diluting the licensure requirements.

I've been the Washoe County School District's HR Licensing technician since 5/2016. I work with our certified staff on licensure as well as with our paraprofessionals working in Title I funded schools who must take the Paraprofessional Praxis exam to become highly qualified. The below comments are based on my personal experiences as well as on feedback from the teachers I work with regarding ETS/Praxis.

I have had numerous teachers provide similar feedback to Brian's on their experiences with ETS/Praxis company. Teachers have indicated that the company does not respond to emails or voicemails. The information provided by ETS is not complete and requires teachers to send multiple emails to get enough information to request an accommodation. It takes weeks, sometimes months, before an accommodation is granted if they are lucky enough to hear back. By the time some teachers hear back from ETS they have already attempted the test multiple times. Since educators have to pass these tests to maintain their professional licensure and keep their job, they cannot afford to wait months on to hear if they will be given an accommodation. This is frustrating and very stressful for educators.

My feedback on the paraprofessional side is firsthand. In my position I provide support to our teacher aides/assistants as well as Title I school administrators. I help testers complete accommodation requests and provide information on testing resources.

The first few times I requested accommodations from ETS/Praxis I did not receive a response. I sent several follow-up emails to the accommodations department without success. This resulted in the individuals testing without an accommodation. When several additional WCSD schools qualified for Title I funding, we had roughly 60 aides/assistants that needed take the paraprofessional praxis test. I reached out to ETS to apply for accommodations for several employees. Due to the lack of response from the ETS accommodations department, I had to contact the supervisor overseeing accommodations. Only after I contacted a supervisor did anyone responded to me. It took months for me to help my paraprofessionals get the accommodations they needed.

It was a frustrating and very drawn-out process. I received conflicting information from ETS/praxis staff. I was made to resubmit documents multiple times by different staff members but was not told why this was necessary. My questions were not answered and the information I needed from them took weeks to obtain. Since this test is required for paraprofessionals without 48 or more college credits (at Title I schools), the delay of weeks or months is keeping people who are desperately needed out of the classroom.

Thank you again for all that you do for our teachers. It is my hope that the ETS/Praxis company will address the communication issues within their accommodation department so that our teachers can obtain necessary accommodations to successfully complete required testing.

Sincerely,

Debbie Walter  
Human Resources Technician - Licensing  
425 East Ninth Street, Building B  
PO Box 30425  
Reno, NV 89520-3245  
Office: (775) 348-0221  
Fax: (775) 333-5011  
[dwalter@washoeschools.net](mailto:dwalter@washoeschools.net)

**ITEMA3: HAWAH AHMAD**

Summary of Public Comment:

Provided public comment regarding NAC 391.036

For the record, my name is Hawah Ahmad and I represent the Clark County Education Association (CCEA). CCEA bargains for over 18,000 licensed educators in the Clark County School District and is the largest independent teacher union in this state and the country. As we approach the 2022-2023 school year, CCEA would like to state on the record that there are roughly 600 educators that will be impacted statewide should this Commission not choose to extend the nonrenewable licenses six months to allow educators to pass tests required by NAC 391.036. Additionally, alleviating the cost burden associated with renewal licensure fees for substitute and emergency substitute teachers will help to mitigate the burden of understaffed schools. Given the current staffing situation, CCEA is in support of this regulation.

However, as we move forward with our back-to-school plans, we need to highlight the need for teacher recruitment and retention and fund our teacher preparation programs to allow for more individuals to participate in them. If funding is not available, we must look to other ways to stimulate recruitment and retention and consider accountability measures for long-term and emergency substitutes to ensure that the quality of education is not negatively impacted.

CCEA appreciates the work and dedication of this committee, and we stand ready to assist in whatever way we can.

Respectfully,

Hawah Ahmad, JD, MBA, CIPP/E  
Lobbyist, Clark County Education Association

**ITEMA4: TOBY BABINA**

Summary of Public Comment:

Provided public comment regarding NAC 391.036

Good morning,

Clark County School District (CCSD) would like to inform the Commission of Professional Standards that CCSD is in full support of the movement to increase Praxis testing requirements from two years to three years.

Thank you,

Toby Babina  
Director  
Talent Acquisition Team 5  
Teacher Licensure  
Phone: (702) 799-2992

**Item A5: Brian Salafia**

Summary of Public Comment:

Provided public comment regarding NAC 39.036. Mr. Salafia provided public comment regarding the difficulties that he has had in passing the Praxis PLT with his disability. He shared that it takes several weeks to get test results back and it has been difficult to get responses back from ETS.