

Recommendations of the Teacher Recruitment and Retention Advisory Task Force

The 80th Session of the Nevada Legislature passed Assembly Bill (AB) 276, creating the Nevada State Teacher Recruitment and Retention Advisory Task Force (Task Force). Pursuant to the bill, the Task Force must address the challenges with attracting and retaining teachers throughout Nevada. During even numbered years the Task Force must meet and report its findings and recommendations to the Legislative Committee on Education (LCE).

The application for Task Force membership was released by the Nevada Department of Education (NDE) in November of 2021. Candidates submitted applications until January 2022. LCE members reviewed and appointed members from each school district located in a county during their February 2022 meeting. The current Task Force is comprised of seven reappointed members and 13 new members.

The recommendations below reflect the discussions and deliberations of the Task Force to date.

Recommendations:

1. Salary/Compensation/Benefits: Implement a statewide minimum salary schedule with an annual COLA increase.

Specifics: This would be a minimum salary scale for all districts that takes into account the cost of living and includes an annual COLA increase that is in line with cost-of-living indices.

Districts could still negotiate salaries higher than the minimum.

Rationale / Expected Outcome: If the minimum salary is high enough then it can be used to recruit teachers to Nevada. Retention - knowing the minimum salary may help retain educators.

Evidence Base (research/data etc.): [NDE Folder - Research-Salary/Compensation/Benefits](#)

2. Strategic Recruiting or Retention / Staff Funding: Increase allocation of funding to education (increase per-pupil spending allocation)

Specifics: Increasing the funding to districts will support the hiring of additional educators and specialists to provide essential services to students.

Rationale/expected outcome: increased salaries, (above rec) rec/retention incentives, improved resources for classrooms and schools, improved learning environment for students, improved student learning, teacher professional learning,

Evidence Base: [NDE Folder- Strategic Recruiting or Retention](#)

3. Strategic Recruiting or Retention / Staff Funding: Provide funding to focus on Teacher Retention Incentives

Specifics: Nevada does not currently retain educators at a sufficient rate to meet demand. Providing an incentive to educators who stay in the classroom shows Nevada values educators.

Rationale/expected outcome: If districts are provided additional funds for teacher incentives each year they stay in the classroom, districts will report a higher retention rate.

Evidence Base: [NDE Folder- Strategic Recruiting or Retention](#)

4. Strategic Recruiting or Retention / Staff Funding: Allocate additional resources to support mental health supports and staffing (school psychologists, counselors, social workers)

Specifics: Schools that have the funds necessary to provide well-rounded educational opportunities and supports for students' school success have a higher teacher retention rate. Schools will be able to fund mentor programs, chronic absenteeism programs, social worker positions, and many other supports for educators. These supports have a history of reducing teacher burn out and increasing student success.

Rationale / expected outcome: Educators feel supported which leads to retention. Students are supported social emotionally and academically. Improved working conditions for the educators and improved learning conditions for the students.

Evidence Base (research/data etc.): [NDE Folder- Strategic Recruiting or Retention](#)

5. Strategic Recruiting or Retention: Legislature to provide state general funds to supplement the current funding structure to support the Home is Possible for Teachers program

Specifics: The Home is Possible for Teachers program is currently funded through the fees collected by the Nevada Housing Division. As housing prices and the number of educators requesting down payment assistance increases, the amount allocated to each teacher decreases. Adding dedicated funds to the program will allow the Nevada Housing Division to increase the amount of funds available and accept more educators into the program.

Rationale / expected outcome: Give teachers the opportunity to buy a home (especially in areas of low housing inventory or high cost). Keeps teacher in the district.

Evidence Base (research/data etc.): [NDE Folder- Strategic Recruiting or Retention](#)

6. Strategic Recruiting or Retention: Provide additional funding to districts to provide affordable housing/rental assistance to educators.

Specifics: A lack of affordable housing contributes to the teacher shortage. Rural and urban school districts that can offer affordable housing options such as district-owned housing or low-interest mortgage or rental rates are more appealing to teachers looking to relocate for a teaching position.

Rationale / expected outcome: If educators are provided housing assistance, then districts will maintain a higher retention rate of educators by reducing the financial burden associated with a low starting salary and high cost of living.

Evidence Base (research/data etc.): [NDE Folder- Strategic Recruiting or Retention](#)

- 7. Strategic Recruiting or Retention: Provide funding for NDE to contract with a third-party to develop, implement, and analyze the results of a Statewide Exit Survey given to educators when exiting their school, district, and/or state.**

Specifics: High teacher turnover can negatively impact student achievement and increase district new teacher training costs. A teacher exit survey can help districts and schools better understand why teachers leave and better target efforts to improve retention.

Rationale / expected outcome: Give districts and schools information on which to base improvement efforts

Evidence Base: [NDE Folder- Strategic Recruiting or Retention](#)

- 8. Work Conditions / Strategic Recruiting or Retention: Allocate Funding for NDE to contract with a third-party to develop, implement, and analyze a statewide working conditions survey of current employees**

Specifics: To understand why teachers chose to stay or leave their positions, they must be asked. A quality teacher working conditions survey can provide a complete understanding of how teacher working conditions affect student achievement and teacher retention. Target support can be provided to prevent teachers from leaving their positions.

Rationale / expected outcome: Give districts and schools information on which to base improvement efforts. Information would be available before they exit. Prevention of the exodus of teachers.

Evidence Base: [NDE Folder- Research- Working Conditions](#)