

## 2024 Task Force Recommendations List

### **Systemic Support and Infrastructure to Improve Working Conditions**

- Recommendation # : Allocate funding to improve the organizational imaging of the teaching profession
- Recommendation # : The Legislature should invest state funding to sustain the educator workforce supply and demand portal that is currently being developed using federal relief funds.
- Recommendation # : Increase the allocation of funding to education and prioritize the use of those funds for District-led recruitment and retention efforts.
- Recommendation # : Conduct a study of Nevada System of Higher Education coursework to ensure alignment with education staff needs.
- Recommendation # : Allocate additional funding to education and prioritize the use of those funds for mentor programs, including but not limited to salaries, stipends, and training for mentor educators.
- Recommendation # : Expand the benefit enrollment umbrella to include healthcare coverage of educators under the state Public Employee Benefit Plan (PEBP).
- Recommendation # : Amend the timeline for educators to become eligible to double dip in Public Employee Retirement System (PERS) benefits.
- Recommendation # : Require health plans doing business in Nevada to include extensive wrap around service benefits.
- Recommendation # : Ask the State the Board of Education to re-evaluate high school graduation requirements to remove duplicative coursework and to ensure coursework aligns with NSHE 'need to know' requirements.
- Recommendation # : Increase funding to support the buyout for unused sick leave at the teacher's daily rate of pay or at a set statewide minimum amount upon retirement.
- Recommendation # : Allocate funding to provide supply cards for teachers to purchase classroom materials.
- Recommendation # : Take action to prevent districts from scheduling one teacher teaching two different content classes in the same room at the same time (stacked classes).
- Recommendation # : Allocate additional funding for the creation and training of student support teams (Multi-Tiered Systems of Support, wrap around services, etc.) at every school.
- Recommendation # : Implement a Statewide minimum salary schedule for licensed personnel to include an annual cost of living adjustment (COLA) in line with the cost-of-living indices.

### **Recruitment**

- Recommendation # : Allocate additional funding for scholarships to increase the number of qualified support services personnel (counselors, social workers, psychologists, etc.) to ensure students have equitable access to qualified service providers.
- Recommendation # : Provide dedicated funding for districts to provide signing bonuses/longevity pay.
- Recommendation # : Return the PERS service requirement from the current 33.3 years to 30 years of service.
- Recommendation # : Reduce the number of years required for eligibility to receive Public Employee Retirement System (PERS) benefits from 5 years to 3.

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### Retention

- Recommendation # : Increase the funding for the teacher advancement scholarship.
- Recommendation # : Allocate additional funding to prioritize the use of those funds for targeted training of administrators in building systemic support for educator efficacy and increasing job satisfaction.
- Recommendation # : Provide grant funding for districts to give salary incentives for those who stay in special education positions.
- Recommendation # : Allocate dedicated funding to cover the costs associated with gaining an endorsement in a district designated critical shortage area.
- Recommendation # : Revise Nevada Public Employee Retirement System (PERS) by returning the benefits percentage to 90% after 30 years of service.
- Recommendation # : Provide State general funds to supplement the current funding structure to support the Home Is Possible for Teachers program.
- Recommendation # : Provide funding outside the general fund to create and manage a loan forgiveness program for current teachers with at least 5 years' experience in the classroom.

### Remove Barriers

- Recommendation # : Allocate funding to the Department of Public Safety to support the prioritization of background checks for educator licensure.
- Recommendation # : Appropriate funds to cover cost-of-living / travel stipends for rural educators.
- Recommendation # : Provide funding for districts to offer housing opportunities to all educators to support longevity in the district.

### Letters of Support

- Recommendation # : COE to write a letter to districts encouraging them to value and respect teacher autonomy in lesson planning, design, and delivery.
- Recommendation # : COE to write a letter to districts and associations encouraging them to improve communication to teachers explaining salary schedules and the processes for salary advancement.
- Recommendation # : COE to write a letter to our Federal Delegation urging them to sponsor legislation to repeal the Social Security Windfall Elimination Provision.
- Recommendation # : COE to write a letter to districts encouraging them to provide career path diagnostics to all students to help guide students' coursework.
- Recommendation # : COE to write letters to districts and associations encouraging school districts to pay educators for an additional one and one half hours per day outside of student day.