

**NEVADA DEPARTMENT OF EDUCATION
COMMISSION ON RECRUITMENT AND RETENTION
MARCH 4, 2026
2:00 PM**

Office	Address	City	Meeting
Department of Education	2080 E. Flamingo Rd.	Las Vegas	Boardroom
Department of Education	YouTube Stream with Captions	Virtual	Link

SUMMARY MINUTES OF THE COMMISSION MEETING

COMMISSION MEMBERS PRESENT:

In Las Vegas:

Commissioner Monica Bryant
Commissioner Greg Cole
Commissioner Anna Colquitt
Commissioner Tim Logan
Commissioner Misty Olmos
Commissioner Jackie Zavala

In Carson City:

None

Ex-Officio Members:

Dr. Bernnell Peltier-Glaz
Chair Donald Easton-Brooks (Virtually)

Virtual Attendance:

Commissioner Rachel Croft
Commissioner Christine Hull
Commissioner Angie Joye
Commissioner Douglas Owen
Vice Chair Beth Smith

COMMISSION MEMBERS NOT PRESENT:

Commissioner Grant Hanevold

LEGAL STAFF PRESENT:

Deputy Attorney General Christena Georgas-Burns

DEPARTMENT STAFF PRESENT:

In Las Vegas:

Kathy Hoyt, Assistant Director, EDLiFE

Kellylynn Charles, Education Programs Professional, EDLiFE
Geri Mendiola, Administrative Assistant III, EDLiFE

In Carson City:

None

AUDIENCE IN ATTENDANCE

In Las Vegas:

None

Carson City:

None

Presenters:

Kyosin Kan, Senior Project Specialist, American Institutes for Research
Lisa Merrill, Senior Researcher, American Institutes for Research
Cheryl Krohn, Senior Technical Assistance Consultant, American Institutes for Research

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

Chair Donald Easton-Brooks called the meeting to order at 2:05pm. Roll call attendance was taken as reflected above and a quorum was established. The Pledge of Allegiance and Land Acknowledgement was led by Chair Easton-Brooks.

2. PUBLIC COMMENT #1

There were no public comments in Las Vegas.

3. APPROVAL OF JANUARY 8, 2026, MINUTES (*Information/Discussion/For possible action*)

Chair Donald Easton-Brooks asked the Commission if there were any discussions regarding the January 8, 2026, meeting minutes. No discussion was made regarding the January 8, 2026, minutes. Chair Donald Easton-Brooks entertained a motion to approve the January 8 meeting minutes.

Motion: Commissioner Smith moved to approve the January 8, 2026, meeting minutes. Commissioner Logan seconded the motion. Motion carried unanimously and the January 8 meeting minutes were approved.

4. INFORMATION AND DISCUSSION REGARDING THE WELCOME AND INTRODUCTION OF MEMBERS. (*Information/Discussion*)

Chair Easton-Brooks welcomed the Commission and asked newly appointed Commissioner Croft to introduce herself to the Commission.

5. INFORMATION AND DISCUSSION ON NEVADA'S EDUCATOR RECRUITMENT AND RETENTION EFFORTS. (*Information/Discussion*)

Kellylynn Charles, Education Programs Professional and Commission Secretary, presented the Nevada Department of Education's (NDE) current NDE Recruitment and Retention initiatives, emphasizing that the Department recruits individuals to the profession and licensure, rather than for direct employment. Kellylynn highlighted items to include:

- The Teacher Exit Transfer Survey launched in the 2023-2024 school year, and a pilot test to expand the survey to all school staff positions such as, site administrators, classified employees, and other licensed educational personnel will begin March 20, 2026.
- NDE redesigned its "Become an Educator" webpage and licensure webpage to clarify pathways, linking directly to financial assistance, district hiring pages, and the Online Portal for Applications and Licensure (OPAL) application system.
- The Statewide Educator Recruitment Campaign launched in partnership with Nevada Gold Mines and Discovery Education. This campaign utilized paid social media and a landing page to attract candidates. NDE established a team of volunteer Education Pathway Ambassadors who have mentored 346 aspiring educators since last May, dedicating 953 hours of support.

NDE continues to elevate educator voices through the Superintendent's Teacher Advisory Cabinet (STAC) and Principal Advisory Cabinet (PAC). The primary goal of STAC and PAC is to provide feedback to NDE on initiatives and opportunities. A statewide educator toolkit is also in development to provide shared language and unified practices for mentoring, coaching and onboarding. The ultimate goal is to increase educator retention, professional growth and instructional effectiveness improving educator quality.

Commissioner Cole asked if the Department could address the placement of the district hiring links on the NEA page. Ms. Charles explained that the Department would like the licensure process to be upfront and clear, so educators would come to NDE first to obtain their license then they would be provided with the district hiring link to licensed educators.

Commissioner Cole if the "Forty Pathway Ambassadors" process can be explained. Ms. Charles explained candidates who anticipate relocating to Nevada who have a license or candidates who are exiting the military are offered a future follow-up to get assistance with the educator hiring process.

Vice Chair Smith asked the Department would be standardizing the staff climate survey questions. Ms. Charles confirmed that the staff climate survey question would be standardized for 2027-2028 school year and mentioned that the questions are available on the nveducatorvoicess.org web page.

6. INFORMATION, DISCUSSION REGARDING COMMISSION STUDIES. *(Information/Discussion/For possible action)*

Lisa Merrill, Senior Researcher, American Institutes for Research (AIR) presented background research and legislative updates regarding three of the four scholarship topics requested by the Commission. Ms. Merrill emphasized that scholarships and grants are crucial for reducing debt burdens across the educator pipeline, and strategic scholarship use can effectively target high-need schools or candidates from historically underrepresented backgrounds. Ms. Merrill briefly reviewed the scholarship programs currently being offered in Nevada.

- Teach Nevada Scholarship program provides scholarships to pre-service teachers. Candidates must have a high school diploma and attend an approved Educator Preparation Program (EPP) for a traditional or Alternative Route to Licensure (ARL) pathway resulting in a bachelor's or master's degree. The candidate must also agree to teach in Nevada for five consecutive years.
- Incentivizing Pathways to Teaching Scholarship provides scholarships for stipends and tuition for clinical experiences to pre-service teacher candidates. Candidates must attend an approved EPP in Nevada on a Traditional Pathway resulting in a bachelor's or master's degree and must agree to teach in Nevada for five consecutive years.
- Nevada Teacher Advancement Scholarship provides scholarships for current teachers who have taught for at least two years. This scholarship program was not funded in the last biennium Bill so this opportunity will not be available.

Effective July 2027, the Teach Nevada Scholarship is expanding its eligibility to allow high school equivalency exams and will encompass the Nevada Teacher Advancement Scholarship, which supports current teachers pursuing advanced degrees. Additionally, the term, "related field", has been added to the traditional or alternative pathway requirements, successfully opening scholarships to school counselors, psychologists, and social workers.

Commissioner Croft asked about National Board Certification and if this was part of the scholarships mentioned. Ms. Merrill explained that she is not sure if National Board Certification was included under the purview of advanced degree, but she said it's an important area for the Commission to look at and think about, and it would be up to the Commission to decide if this would be a research topic.

Commissioner Peltier-Glaze asked if the Teach Nevada Grant the same as the Teach Grant and would like clarification if the two grants mentioned were the same. Ms. Merrill responded that she would check on the two grants and report back to the Commission.

AIR proposed methods to further investigate the implementation and effects of these scholarships, analyze other states experiences, and track data regarding the funding, new licenses obtained, and staff placement locations.

Vice Chair Smith asked if paraprofessionals are included in the research items. Commissioner Hull asked if the paraprofessionals could be included in the research and study. Ms. Charles highlighted that currently there is a pathway for a paraprofessional and other classified staff to become a licensed educator through the Registered Apprenticeship Program. The Public Education Foundation has a fast track that is offered. Commissioner Hull asked if the FastTrack program under the Public Education Foundation is offered statewide. Ms. Charles would confirm if the Public Education Foundation FastTrack offered is statewide or just in Clark County District.

Vice Chair Smith raised concerns regarding the current compensation for the program. She asked for information on how the program is administered and a review of the compensation structure to better align with a "normal life cycle" such as regular bill payment cycles. Additionally, she asked for exploration of whether funds could be allotted as regular compensation or paid directly to school

districts a alleviate financial pain points for participants. Ms. Merrill acknowledged the validity of the concerns, noting that Incentivizing Pathways to Teaching is intended to alleviate such financial burdens. She highlighted those alternative models, such as apprenticeships, already utilize more frequent payment schedules for classroom work.

Ms. Charles noted that under the Nevada Revised Statutes (NRS), stipends are currently paid directly to the Educator Preparation Program provider and confirmed that the Teach Grant is a federal program, which distinguishes it from the Teach Nevada Scholarship program. There were no further discussions and Chair Easton-Brooks closed this agenda item.

7. FUTURE AGENDA ITEMS (*Information/Discussion*)

- Presentation on the Department's work on recruitment and retention efforts.
- Presentation from Nevada Colleges of Education regarding enrollment trends.
- Presentation from the Public Education Foundation regarding the FastTrack Program.
- Information on conditional licensure; Other Licensed Educational Personnel processes and data on transferring to different position levels within the education system.
- Statistics on support professional vacancy rates and anticipated cuts/surplus numbers due to declining student enrollment.
- Presentations from higher education institutions on their recruitment efforts and the impact of Nevada's estimated 28,000 student enrollment decline.

8. PUBLIC COMMENT #2

Mr. Jeff Church, retired Reno Police, former Washoe County School Trustee, provided comment. (A complete copy of the statement is available in Appendix A).

9. ADJOURNMENT

Chair Donald Easton-Brooks adjourned the meeting at 3:35 P.M.

APPENDIX A: STATEMENT GIVEN DURING PUBLIC COMMENT

1. Mr. Jeff Church, retired Reno Police, former Washoe County School Trustee, provided comment.

ITEM A1: JEFF CHURCH

Summary of Public Comment:

I taught recruiting nationwide years ago.

First I'm pleased that the DoE website has a link to hiring at school districts statewide- Good Job BUT it needs to be front and center on the Home Page. Try finding it.

<https://doe.nv.gov/we-teach-nevada/teacher-employment-opportunities>

If the State wants to do it right needs to be a statewide marketing, tourism ad hiring campaign likely run by the Office of the Lieutenant Governor.

I'll add a few Golden Rules of Recruiting

- Hire quickly: Hire a good applicant. If your hiring process is slow you'll get the leftovers

- A school district that has 100 employees has 100 recruiters.

- It is sales and marketing like a Time-Share. HR and Recruiting should have pizzazz and be eye catching. No one cares that entry level pays (for example) \$55,475.36 per year.

Instead how about something like this: "Washington County, Nevada offers competitive salaries with generous benefits in a welcoming and friendly small town community. Low cost housing and wide open spaces. We support our teachers and staff. Contact HR@WASHCO.org or call Gloria Lopex at 775 123-4321."

I looked at some website any few tell who/where you are. I'll give Hawthorne/ Mineral a B+. It tells about the community and gives a real phone # and email to get a human. Note: I'm biased we have MN real blue plates on my wife's car and mine!

I would suggest a bit about where you are and a pic of Walker Lake with Mt Grant in the background. "Mineral County and Hawthorne are in central-western Nevada bordering California and the Sierra Nevada mountains. 300 miles north of Las Vegas, 125 miles to Reno, and 90 miles to great skiing. Fallon is an hour away with all the usual businesses and fast food if you feel the need."

For all of you- sell the community.