

Reporting Timeline

Even years:

On or before November 15 of each even-numbered year:

- (a) Prepare a report describing the findings of the study conducted pursuant to subsection 1 and any recommendations for legislation; and
- (b) Submit the report to the Director of the Legislative Counsel Bureau (LCB) for transmittal to the Senate and Assembly Standing Committees on Education.

(Nov 13, 2026; Nov 15 is a Sunday)

Odd years:

On or before November 15 of each odd-numbered year:

- (a) Prepare an interim report describing the activities taken by the Commission during the immediately preceding fiscal year; and
- (b) Submit the report to the Director of the Legislative Counsel Bureau (LCB) for transmittal to the Joint Interim Standing Committee on Education.

Commission Report Timeline:

June 2026: Preview the report format. Begin thinking about recommendations.

July 2026: Begin drafting recommendations.

August 2026: Draft report presented. Propose edits, revisions, content. Draft recommendations.

September 2026: Approve final report with technical edits as necessary.

Approve Commission Chair and Vice Chair to speak/present on behalf of the Commission at LCB and State Board of Education if requested.

October 2026: Tentative meeting as backup to September meeting.

November 1, 2026: Report transmitted to LCB.

**This page is not included in the report. It is provided at Commission Meetings as information on the Commission's responsibilities and report timeline.*

Nevada Commission
on
Recruitment and Retention

Report – November 15, 2026

NRS 391.390-.392

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Department of
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Introduction

The Commission on Recruitment and Retention (the Commission) created by section 37 of Senate Bill 460 (2025) is tasked with conducting a study of issues concerning the recruitment and retention of educators in this State, including, without limitation (NRS 391.392):

- (a) The use by school districts of a minimum salary scale for the compensation of teachers that would reflect the cost of living and include an annual cost of living increase;
- (b) Providing health insurance to educators through the Public Employees' Benefits Program;
- (c) The allocation of funding for mentorship programs for educators;
- (d) The allocation of funding for scholarships for students seeking to become a school counselor, school social worker, or school psychologist;
- (e) The provision of Nevada Teacher Advancement Scholarships pursuant to NRS 391A.650 to 391A.695, inclusive;
- (f) The allocation of funding to school districts to assist a licensed teacher with obtaining an endorsement in a subject area in which a shortage of teachers has been identified by the Department or the School District; and
- (g) The establishment and funding of a program to provide forgiveness of student education loans to licensed teachers who have taught in this State for at least 5 consecutive years and are ineligible for other forms of loan forgiveness.

NRS 391.392 states on or before November 15 of each even-numbered year, the Commission will prepare a report describing the findings of the study conducted and any recommendations for legislation and submit the report to the Director of the Legislative Counsel Bureau for transmittal to the Senate and Assembly Standing Committees on Education.

This 2026 report provides the Commission's findings and recommendations.

Members

In accordance with NRS 391.390, the current membership includes five nonvoting, ex officio members and seventeen (17) voting members:

Ex- Officio Member	Statutory Position
Christy McGill	State Superintendent of Public Instruction designee
Dr. Lindsay Couzens	Chancellor of the Nevada System of Higher Education designee
Dr. Bernell Peltier-Glaz	Dean of the College of Education, Nevada State University
Jannet M. Vreeland	Interim Dean of the College of Education, University of Nevada, Reno
Joseph Morgan	Interim Dean of the College of Education, University of Nevada, Las Vegas

Member	Appointed by
Douglas Owen	Governor of Nevada
Grant Hanevold	Governor of Nevada
Dana Crowley	Majority Leader of the Senate
Alexandria Shelton	Majority Leader of the Senate
Janelle Sazon-Valdez	Speaker of the Assembly
Beth Smith	Speaker of the Assembly
Jenny Hunt	Minority Leader of the Assembly
Rachel Croft	President of the Nevada State Education Association (NSEA)
Misty Olmos	The Education Support Employees Association (ESEA)
Monica Bryant	The Clark County Education Association (CCEA)
Gregory Cole	The Nevada Association of School Administrators (NASA)
Jackie Zavala	The Nevada Parent Teacher Association (NVPTA)
Angie Joye	President of the Clark County Education Association (CCEA)
Tim Logan	The Nevada Association of School Superintendents (NASS)
Christine Hull	The Nevada Association of School Boards or its successor organization (NASB)
Anna Colquitt	The State Public Charter School Authority (SPCSA)
Vacant	Minority Leader of the Senate

The work of the Commission was supported by the following personnel and educational partners:

Nevada Department of Education (NDE)

- Dr. Victor Wakefield, Superintendent of Public Instruction
- Jeff Briske, Director, Educator Development, Licensure, and Family Engagement (EDLiFE)
- Kathryn Hoyt, Assistant Director; EDLiFE
- KellyLynn Charles, Education Programs Professional, EDLiFE
- Scott Haag, Education Programs Professional, EDLiFE
- Heather Crabtree, Management Analyst II, EDLiFE
- Geri Mendiola, Administrative Assistant II, EDLiFE

American Institutes for Research (AIR)

- Kyosin Kang - Senior Project Specialist
- Lisa Merrill - Senior Researcher
- Cheryl Krohn - Senior Technical Assistance Consultant
- Wrandi Czulno - Researcher
- Sarah Mae Olivar - Researcher
- David Prudente - Senior Researcher

Presenters and Data Partners

- Education Commission on the States
- Public Education Foundation
- Public Employees Benefit Programs
- Commission on School Funding
- Carson City School District
- Churchill County School District
- Clark County School District
- Douglas County School District
- Elko County School District
- Esmeralda County School District
- Eureka County School District
- Humboldt County School District
- Lander County School District
- Lincoln County School District
- Lyon County School District
- Mineral County School District
- Nye County School District
- Pershing County School District
- Washoe County School District
- White Pine County School District
- State Public Charter School Authority

Attorney General's Office

- Christena Georgas-Burns, Deputy Attorney General

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Acknowledgements

Effective leadership begins with listening. The Commission and the Nevada Department of Education (NDE) sincerely thank the Nevada Legislature for its steadfast dedication to public education. Legislative funding for this initiative enabled critical research and data analysis, directly supporting our mission and ensuring the Commission was far better positioned to put forth evidence-based, high-impact recommendations to advance educator recruitment and retention across Nevada.

Additionally, the Commission expresses its deep appreciation to the numerous presenters, subject-matter experts, and NDE staff who shared critical data and research, and graciously made themselves available to address the Commission's inquiries.

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Report Overview

The Nevada Department of Education (NDE) contracted with the American Institutes for Research (AIR) to analyze available data and conduct targeted research on educator workforce topics prescribed under NRS 391.492. At its initial meeting, the Commission grounded its work prior to prioritizing focus areas by receiving three foundational briefings:

- A national and state landscape analysis by the [Education Commission of the States](#) on teacher recruitment and retention;
- An introductory briefing on the [Nevada Educator Survey Results](#); and
- A comprehensive baseline presentation on [Nevada teacher vacancy data](#).

Informed by this initial context, the Commission prioritized its statutory directives under NRS 391.492 and formally directed the American Institutes for Research (AIR) to initiate research across key primary focus areas:

(b): Providing health insurance to educators through the Public Employees' Benefits Program. NRS 391.392

(c): The allocation of funding for mentorship programs for educators. NRS 391.392

(d): The allocation of funding for scholarships for students seeking to become a school counselor, school social worker or school psychologist. NRS 391.392

(e): The provision of Nevada Teacher Advancement Scholarships pursuant to NRS 391A.650 to 391A.695, inclusive. NRS 391.392

(f): The allocation of funding to school districts to assist a licensed teacher with obtaining an endorsement in a subject area in which a shortage of teachers has been identified by the Department or the school district. NRS 391.392

The Commission evaluated items (d), (e), and related scholarship provisions and felt they were best studied together, in conjunction with supplemental data regarding the broader impact of Nevada educator stipends and financial incentives. Throughout subsequent meetings, AIR presented iterative research findings and educator survey results, while local school districts, the State Public Charter School Authority, higher education institutions, and the Public Education Foundation provided additional contextual briefings.

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Findings and Recommendations

The Commission's findings and recommendations are organized as follows:

Study topic: *The NRS that directs the topic for the Commission to study.*

Status: *Denotes current project standing within the condensed timeframe between contract execution and the required reporting deadline.*

Findings: *Presentations made to the Commission, summary of the research.*

Recommendation: *Recommendation language.*

Specifics: *Additional details and background on the intent of the recommendation.*

Rationale: *Reason why recommendation was made.*

Expected Outcomes: *Intended results of successful implementation of the recommendation.*

Supporting Entities: *Stakeholder groups putting forth this recommendation.*

Governor's 3-Year Plan Alignment: *Alignment to the priorities in Governor Lombardo's 3-Year Plan.*

Research: *Links to the research findings supporting the recommendation.*

Study topic (a): The use by school districts of a minimum salary scale for the compensation of teachers that would reflect the cost of living and include an annual cost of living increase. NRS 391.392 (a)

Status: Pending further study

Findings:

Recommendation:

Specifics:

Rationale:

Expected Outcomes:

Supporting Entities:

Governor's 3-Year Plan Alignment: Education & Workforce 1.2.1

Research: [Education Commission of the States - 50-State Comparison](#)

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Study topic (b): Providing health insurance to educators through the Public Employees' Benefits Program. NRS 391.392 (b)

Status: In progress

Findings:

Recommendation:

Specifics:

Rationale:

Expected Outcomes:

Supporting Entities:

Governor's 3-Year Plan Alignment: Health & Wellness 3.5.2 and 3.5.3

Research: [Learning about Current NV Public Employees Benefits Program \(AIR\)](#)

Study topic (c): The allocation of funding for mentorship programs for educators. NRS 391.392 (c)

Status: Pending further study

Findings:

Recommendation:

Specifics:

Rationale:

Expected Outcomes:

Supporting Entities:

Governor's 3-Year Plan Alignment: Education & Workforce 1.2.1

Research: [Education Commission of the States - 50-State Comparison](#)

Study topic (d): The allocation of funding for scholarships for students seeking to become a school counselor, school social worker or school psychologist. NRS 391.392 (d)

Status: In progress

Findings:

Recommendation:

Specifics:

Rationale:

Expected Outcomes:

Supporting Entities:

Governor's 3-Year Plan Alignment: Education & Workforce 1.1.3

Research: [Understanding Strategies for Recruiting and Retaining Teachers and Student Support Staff \(AIR\)](#)

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Study topic (e): The provision of Nevada Teacher Advancement Scholarships pursuant to NRS 391A.650 to 391A.695, inclusive. NRS 391.392 (e)

Status: In progress

Findings:

Recommendation:

Specifics:

Rationale:

Expected Outcomes:

Supporting Entities:

Governor's 3-Year Plan Alignment: Education & Workforce 1.1.3

Research: [Education Commission of the States - 50-State Comparison](#)

[Understanding Strategies for Recruiting and Retaining Teachers and Student Support Staff \(AIR\)](#)

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Study topic (f): The allocation of funding to school districts to assist a licensed teacher with obtaining an endorsement in a subject area in which a shortage of teachers has been identified by the Department or the school district. NRS 391.392 (f)

Status: In progress

Findings:

Recommendation:

Specifics:

Rationale:

Expected Outcomes:

Supporting Entities:

Governor's 3-Year Plan Alignment: Education & Workforce 1.2.1

Research: [Education Commission of the States - 50-State Comparison](#)

[Understanding Strategies for Recruiting and Retaining Teachers and Student Support Staff \(AIR\)](#)

Study topic (g): The establishment and funding of a program to provide forgiveness of student education loans to licensed teachers who have taught in this State for at least 5 consecutive years and are ineligible for other forms of loan forgiveness. NRS 391.392 (g)

Status: Pending further study

Findings:

Recommendation:

Specifics:

Rationale:

Expected Outcomes:

Supporting Entities:

Governor's 3-Year Plan Alignment: Education & Workforce 1.2.1

Research: [Education Commission of the States - 50-State Comparison](#)

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Additional Study Topics

Pursuant to NRS 391.492, the Commission on Recruitment and Retention is authorized to conduct studies on additional issues impacting Nevada's educator workforce. In accordance with this statutory authority, the Commission identified and investigated additional key topics beyond its core mandates to ensure a thorough and responsive analysis of the state's recruitment and retention landscape.

Additional study topic (1): The use of Stay Interviews by schools and districts to improve teacher retention.

Status: Pending Further Study

Findings:

Recommendation:

Specifics:

Rationale:

Expected Outcomes:

Supporting Entities:

Governor's 3-Year Plan Alignment:

Research: [Stay Interviews \(AIR\)](#)

Additional study topic (2): *(if needed)*

Status: Pending Further Study

Findings:

Recommendation:

Specifics:

Rationale:

Expected Outcomes:

Supporting Entities:

Governor's 3-Year Plan Alignment:

Research:

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Conclusion

Commissioners strongly emphasize that no single policy can remedy current systemic challenges; rather, recruitment and retention strategies must target multiple levels of the education system through a multi-faceted framework. For instance, a comprehensive strategy pairs foundational financial support such as cost-of-living salary scales and affordable healthcare through the Public Employees' Benefits Program with ongoing professional growth via funded mentorship programs. Simultaneously, it addresses pipeline shortages by funding scholarships for specialized positions, supporting teacher advancement and high-need endorsement training, while implementing best practices for conducting stay interviews statewide.

Nevada must balance its recruitment pipelines with an equally rigorous prioritization of retaining current classroom educators.

To strengthen recruitment, Nevada must invest in initiatives that cultivate local talent by encouraging Nevada residents to enter the profession. Homegrown recruitment can be accelerated through targeted community outreach, financial incentives, and robust academic support for non-traditional candidates.

Retaining our professionals requires sustained commitment to their long-term professional well-being. This can be achieved through structured mentorship programs, continuous professional development, and comprehensive cultural competency training.

Crucially, while the state is celebrating fewer classroom vacancies for the first time in more than 30 years, the Commission cautions against complacency. Lower vacancy figures demonstrate that recent initiatives are making an impact, but they do not mean the recruitment and retention crisis has been solved. To prevent backsliding and secure long-term stability, Nevada must expand and sustain its focus on systemic solutions.

Appendix

[Nevada's Statewide Vacancy Data 2025-26 \(NDE\)](#)

[Nevada Department of Education Recruitment and Retention Efforts](#)

[Great Basin College Recruitment and Retention Efforts](#)

[Nevada State University Recruitment and Retention Efforts](#)

[University of Nevada Las Vegas Recruitment and Retention Efforts](#)

[University Nevada Reno Recruitment and Retention Efforts](#)

[Truckee Meadows Community College Recruitment and Retention Efforts](#)

[Carson City School District Recruitment and Retention Efforts](#)

[Clark County School District Recruitment and Retention Efforts](#)

[Nevada Rural School Districts Recruitment and Retention Efforts](#)

[SPCSA - Academica State Public Charter School Authority Recruitment and Retention Efforts](#)

[SPCSA - Coral Academy of Science Las Vegas Recruitment and Retention Efforts](#)

[The Public Education Foundation FastTrack - Recruiting and Retaining Nevada's Educators](#)

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