

Duties of the Commission on Recruitment and Retention

KellyLynn Charles

Education Programs Professional

Office of Educator Development, Licensure, and Family Engagement

January 8, 2025

Agenda Item #4



Creation of the Commission

Senate Bill 460 of the 2025 Legislative Session created the Commission on Recruitment and Retention, replacing the previous Statewide Teacher and Education Support Professional Recruitment and Retention Advisory Taskforce.

- The Commission is a 17-member public body with 5 ex-officio, non-voting members.
- Members were solicited and appointed by various appointing bodies.
- On or before November 15 in **odd-numbered** years the Commission must submit a report describing the activities taken to the Director of the Legislative Council Bureau for transmittal to the Joint Interim Standing Committee on Education.
- On or before November 15 in **even-numbered years** the Commission must submit a report describing the findings of the study conducted and any recommendations for legislation to the Director of the Legislative Council Bureau for transmittal to the Senate and Assembly Standing Committees on Education.

Member Terms

2 year term		
Sec 37 B1	One member who works in the field of human resources	Governor of Nevada
Sec 37 B3	One of Two members*	Majority Leader of the Senate
Sec 37 B4	One of Two members*	Speaker of the Assembly
Sec 37 B5	One member*	Minority Leader of the Senate
Sec 37 B7	One member who is a teacher and is a member of the Nevada State Education Association	President of the Nevada State Education Association (NSEA)
Sec 37 B9	One member who is an education support professional at a school in this State	The Education Support Employees Association (ESEA)
Sec 37 B10	One member who is an Other Licensed Education Personnel	The Clark County Education Association (CCEA)
Sec 37 B12	One member who is an administrator at a school	The Nevada Association of School Administrators (NASA)
Sec 37 B15	One member who is a parent or legal guardian of a pupil enrolled in a public school in this State	The Nevada Parent Teacher Association (NvPTA)

3 year term		
Sec 37 B2	One member who is a representative of a private business or industry of this State	Governor of Nevada
Sec 37 B3	One of Two members*	Majority Leader of the Senate
Sec 37 B4	One of Two members*	Speaker of the Assembly
Sec 37 B6	One member*	Minority Leader of the Assembly
Sec 37 B8	One member who is a teacher and is a member of the Clark County Education Association	President of the Clark County Education Association (CCEA)
Sec 37 B11	One member who is a superintendent of schools of a school district in this State	The Nevada Association of School Superintendents (NASS)
Sec 37 B13	One member who is an elected member of the board of trustees of a school district in this State	The Nevada Association of School Boards or its successor organization (NASB)
Sec 37 B14	One member	The State Public Charter School Authority (SPCSA)

*The Majority Leader and Minority Leader of the Senate and the Speaker and Minority Leader of the Assembly shall coordinate their respective appointments of members pursuant to subsection 1 to ensure that:

(a) Two members are representatives of a private business or industry of this State; and

(b) Two members work in the field of human resources.

- Each member of the Commission on Recruitment and Retention shall serve an initial term of 2 or 3 years.
- After the initial term, subsequent terms for all members will be 3 years.
- A person must not be appointed to serve more than two terms.
- A vacancy in the governing body must be filled in the same manner as the original appointment.

Duties of the Commission

Conduct a study of issues concerning the recruitment and retention of educators in this State, including, without limitation:

- 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.

Chairperson and Vice Chairperson

Commission Chair

- Collaborate with NDE staff to finalize agenda
- Open and close the meetings
- Facilitate the agenda items and presenters
- Recognize members and ensure all members wishing to speak are given opportunity
- Acts as official spokesperson for the Commission when directed by the members

Commission Vice Chair

- Assumes the role of the Chair in their absence
- Acts as official spokesperson for the Commission when directed by the members