

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 back up to September meeting

November 1, 2026: Report transmitted to LCB.

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

Nevada Commission
on
Recruitment and Retention

Report – November 15, 2026

NRS 391.392

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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:

- (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.

Per section 39 of Senate Bill 460 (2025), 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:

Victor Wakefield, State Superintendent of Public Instruction or designee
Matt McNair, Chancellor of the Nevada System of Higher Education or 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

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
Vacant, Minority Leader of the Senate
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)

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
- Christy McGill, Deputy Superintendent for Educator Effectiveness and Family Engagement
- 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
- Geri Mendiola, Administrative Assistant II, EDLiFE

American Institutes for Research (AIR)

- Kyosin Kong, titles
- Lisa Merrill,
- Cheryl Krohn,
- Wrandi Czulno,
- Sarah Mae Olivar,
- David Prudente,

Researchers and Presenters

- ECS
- PEF
- Districts

Attorney General's Office

- Christena Georgas-Burns, Deputy Attorney General

Acknowledgements

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Report Overview

NDE contracted with American Institutes of Research to research and review available data on the prescribed issues. At the initial Commission meeting, members prioritized the listed issues and approved a motion directing AIR to begin researching topics a, ...

At each subsequent meeting, AIR presented their findings and members engaged in robust conversation. In addition, the Commission consulted with external experts, school districts, education partners, and outside groups. ...

Findings and Recommendations

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

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

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 this 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: *Link 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)

Findings:

Recommendation:

Specifics:

Rationale:

Expected Outcomes:

Supporting Entities:

Governor's 3-Year Plan Alignment:

Research:

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

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Findings:

Recommendation:

Specifics:

Rationale:

Expected Outcomes:

Supporting Entities:

Governor's 3-Year Plan Alignment:

Research:

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

Findings:

Recommendation:

Specifics:

Rationale:

Expected Outcomes:

Supporting Entities:

Governor's 3-Year Plan Alignment:

Research:

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)

Findings:

Recommendation:

Specifics:

Rationale:

Expected Outcomes:

Supporting Entities:

Governor's 3-Year Plan Alignment:

Research:

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

Findings:

Recommendation:

Specifics:

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Rationale:

Expected Outcomes:

Supporting Entities:

Governor's 3-Year Plan Alignment:

Research:

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)

Findings:

Recommendation:

Specifics:

Rationale:

Expected Outcomes:

Supporting Entities:

Governor's 3-Year Plan Alignment:

Research:

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)

Findings:

Recommendation:

Specifics:

Rationale:

Expected Outcomes:

Supporting Entities:

Governor's 3-Year Plan Alignment:

Research:

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

Additional study topic (1):

Findings:

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Recommendation:

Specifics:

Rationale:

Expected Outcomes:

Supporting Entities:

Governor's 3-Year Plan Alignment:

Research:

Additional study topic (2):

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, ...

Nevada must balance its recruitment pipelines with an equally rigorous prioritization of 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.

Executing these recommendations will require a significant, deliberate infusion of funding into Nevada's K-12 education system. While the Commission acknowledges that fiscal allocations are inherently tied to state tax revenues, it maintains that resolving chronic, pervasive workforce shortages demands that new financial investments be both enacted and sustained over the long term.

Appendix

Named links to presentations made to the Commission.

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