SEPTEMBER 9, 2026 - STATE BOARD MEETING UPDATE

We are CCSD
DESTINATION DISTRICT

OUR DESTINATION

- Filling Licensed Vacancies
- Substitute Teachers & Other Temporary Arrangements
- Qualified Permanent Candidates
- Surplusing, Staffing Allocations, & Class Sizes

We are CCSD DESTINATION DISTRICT

SAFE AND SUPPORTIVE SCHOOLS

A workforce where employees thrive

1. Build the stage for educators to design and share innovative approaches that increase student engagement, strengthen learning, and prepare students for the future

2. **Place excellent educators in roles where students need them the most by building systems and partnerships to attract, retain, prepare, and support talent**

3. Create a culture where employees experience supportive leadership, a safe and respectful work environment, clear and consistent communication, and meaningful opportunities for professional growth and advancement

FILLING LICENSED VACANCIES

Since the Beginning of the school year

167

1st day of school vacancies

↓ Down from 348 the previous year

99%

Fill Rate

2026-2027 School year

↑ Up from 98% the previous year

90

Licensed Special Education Vacancies

↓ Down from 163 the previous year

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FILLING LICENSED VACANCIES

Since the Beginning of the school year

Key Performance Indicators

Recruitment Efforts 2025-2026

- **117** Licensed Recruitment Events
- **21** Higher Ed Presentations
- **21** *NEW Student Intern Agreements
- **80** Related Services Hires

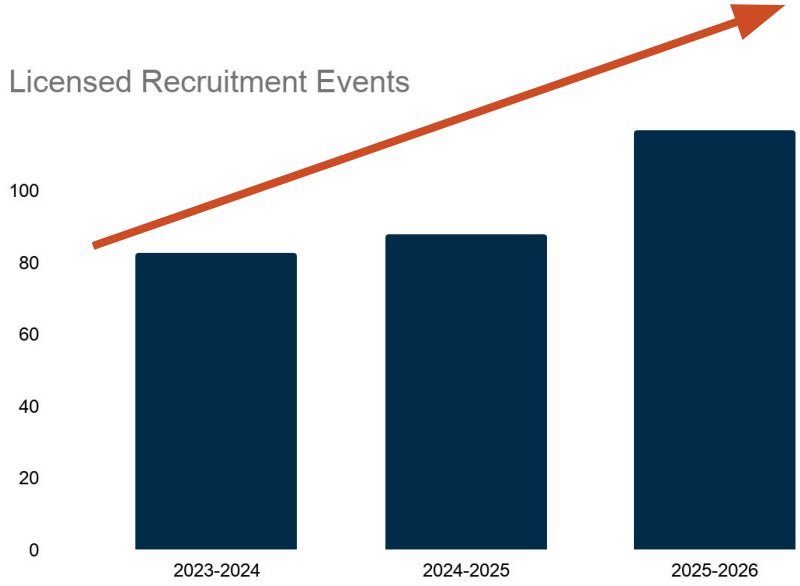
FILLING TEACHER VACANCIES

Since the Beginning of the school year

Our recruitment philosophy has shifted toward

connection and relationship-based recruitment.

We believe that moving away from transactional hiring allows us to build stronger, collaborative ties with candidates from the very beginning.



41%↑

Increase

2023-2024 vs 2025-2026

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FILLING TEACHER VACANCIES

Since the Beginning of the school year

Digital Advertising

(job wrapping, manual posting, evergreens)

LinkedIn, Indeed, HBCU Connect, Edjoin, Education Week Top School Jobs, Zip Recruiter, Handshake, University of Phoenix Talent Sourcing Tool, etc.

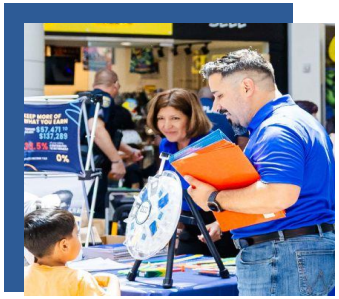
Campaigns

Email/Digital

142,550
sent

40,475
Applications

1062
offered employment



Indeed Data

07/01/25 - 06/30/26

3,781,297
impressions

243,040
clicks

51,442
apply starts

Beamery Data

07/01/25 - 06/30/26

13,094
New Contacts Added

15,101
Notes Added

64,800
Global Tags Added

QUALIFIED CANDIDATES

The availability of qualified permanent candidates for open teaching positions

Alternative Route to Licensure (ARL)

520
iTeach

359
NV Teachers of Tomorrow

71 active teachers
Teach For America(25/26, 26/26)

Traditional Routes

116
NV|Forward

150
UNLV

56
NSU

Beamery Pools

79
Generalist

167
Elementary

46
Early Childhood

SUBSTITUTE TEACHERS & OTHER TEMPORARY ARRANGEMENTS

98.8%

Substitute Services Fill Rate Average
(August 10, 2026 - August 25, 2026)

99.3%

August 10, 2026, First Day of School
Vacancy Positions: 227
Positions Filled: 223

99.5%

August 19, 2026
Vacancy Positions: 222
Positions Filled: 221

Vacancies Positions include (current advertised vacancies, on-hold advertised positions, positions recommended to hire an beyond, leave of absence)

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How current vacancy data relates to teacher surplusing, staffing allocations, and class size

Vacancy Data, Staffing Allocations & Class Size

- Vacancies do not determine surplus.
- Staffing allocations are driven primarily by actual student enrollment, programmatic needs, and available resources.
- Schools make site-based staffing decisions to best meet the needs of their students within their allocated resources.
- The District continuously monitors enrollment, staffing, vacancies, and class sizes to support schools and respond to changing needs.
- Vacancies provide potential staffing and placement opportunities but do not independently trigger surplus decisions.

Staffing Allocation Mechanics

How enrollment projections and formula shifts drive school budgets and staffing surpluses

Enrollment & Projections

Staffing allocations are determined by enrollment projections in the spring and actual "count day" numbers in the fall.

Changes in these student/staff allocation formulas or a failure to meet enrollment projections can necessitate modifications to school budgets.

Surplus & Allocation Shifts

When positions must be eliminated due to these allocation changes, schools must identify impacted employees based on position assignment and seniority to participate in the surplus process.

High vacancies and allocation shifts directly inform where staff shortages exist and where staffing excesses must be resolved through these processes.

Licensed Involuntary Transfer Process

Managing licensed involuntary staff movement under the Negotiated Agreement

Involuntary Transfers

Initiated under **Article 35-3(A)**, these shifts are triggered by declining enrollment, school closures, or revised allocation formulas.

Prior to finalizing any involuntary move, principals are required to hold a **staff meeting** to seek qualified volunteers.

Strict Seniority & Licensure Rules

The entire transfer process is strictly governed by seniority and licensure regulations outlined in the Negotiated Agreement.

Teacher Surplus Process

How school sites manage inevitable staffing adjustments across proactive and reactive operational phases.

Phase 01 / Trigger

Surplus Trigger

A school site determines that a specific teaching position must be completely eliminated due to unexpected budget reductions or standard allocation changes.

Phase 02 / Proactive

Spring Surplus

Driven by upcoming enrollment projections. School administrators and School Organizational Teams collaborate actively to forecast accurate staffing levels.

Phase 03 / Reactive

Fall Surplus

Initiated directly after the official "count day" when enrollment numbers are finalized. Lower actual registration triggers funding losses and job cuts.

Reduction in Force (RIF)

Policy definition, declarations, and licensure group guidelines.

01 / Superintendent Declaration

A Reduction in Force (RIF) may be declared by the Superintendent if there is no available position for an employee in their current area of licensure.

02 / Licensure Pools

When a RIF is declared, employees are grouped into distinct pools based on their specific licensure area, and all employees qualified to teach within those areas are considered together.

Statutory Precedence

NRS 288.151 & Article 30

The RIF process is strictly governed by Nevada Revised Statutes (NRS 288.151), which take precedence over the negotiated agreement, alongside Article 30 provisions.

Spring 2026 Surplus Through RIF Outcomes

707

IDENTIFIED FOR SURPLUS

Individuals identified at school sites

51

RIF PROCESS BEGINS

This number reflects teachers only. An additional 11 counselors were included in the RIF process.

0

REDUCED IN FORCE

Individuals that attended the surplus meeting

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STATE BOARD DISCUSSION AND QUESTIONS

We are CCSD
DESTINATION DISTRICT

CCSD

CLARK COUNTY

SCHOOL DISTRICT

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