



**NEVADA STATE TEACHER AND EDUCATION SUPPORT PROFESSIONAL  
RECRUITMENT AND RETENTION ADVISORY TASK FORCE**

**TUESDAY, MARCH 19, 2024**

**4:00 PM**

Office	Address	City	Meeting Room
Department of Education	2080 E. Flamingo Rd.	Las Vegas	Board Room
Department of Education	700 E. Fifth St.	Carson City	Board Room
Department of Education	Livestream	n/a	<a href="#">Link</a>
Department of Education	You Tube Stream with Captions	n/a	<a href="#">Link</a>

**DRAFT SUMMARY MINUTES OF THE REGULAR MEETING**

**MEMBERS IN ATTENDANCE**

Kerri Finn  
Andrew Campbell  
Louie Trio  
Colene Paradise  
Jared Kifer  
Sherry Spencer  
Bridget Perez  
Ann Kee  
Emily Houston  
Vee Peabody  
Natalia Callahan  
Marci Kutzer  
Rodney Bell

**NEVADA DEPARTMENT OF EDUCATION (NDE) STAFF IN ATTENDANCE**

Kathleen Galland-Collins; Assistant Director; Office of Educator Development, Licensure, and Family Engagement (EDLiFE)

Kellylynn Charles; Education Program Professional; Office of Educator Development, Licensure, and Family Engagement (EDLiFE)

**LEGAL STAFF IN ATTENDANCE**

David Gardner, Senior Deputy Attorney General

**GUEST IN ATTENDANCE**

Andrew Morill, Senior Program Associate Quality, WestEd  
Ryan Huynh, Research Associate, WestEd

**1. CALL TO ORDER, ROLL CALL, PLEDGE OF ALLEGIANCE, AND LAND ACKNOWLEDGEMENT**

Kellylynn Charles called the meeting to order following the Pledge of Allegiance and Native American land acknowledgement.

**2. PUBLIC COMMENT #1**

There was no public comment in Las Vegas or in Carson City.

**3. INFORMATION, DISCUSSION REGARDING THE WELCOME AND INTRODUCTION OF TASK FORCE MEMBERS** *(Information/Discussion)*

Kellylynn Charles called on new members of the task force to briefly introduce themselves. New members included Kerri Finn from Carson City School District, clinical aid/EMT in the help office at Pioneer Academy; Andrew Campbell from Churchill County School District, English teacher; Louie Trio from Douglas County School District, special education bus driver; Jared Kifer from Humboldt County School District, teacher of grades 3, 4, and 5 at Paradise School; Colene Paradise from Elko County School District, parent liaison and detention teacher at Owyhee High School; Sherry Spencer from Lincoln County, teacher at C.O. Bastien High School; Bridget Perez from Lyon County School District, history teacher at Silver Stage High School; Ann Kee from Mineral County School District, IC coordinator, test director, and accountability reporter; Emily Houston from Pershing County School District, second grade teacher at Lovelock Elementary School; Vee Peabody from Storey County School District, second/third grade teacher; Natalia Callahan from Washoe County School District, itinerant for the gifted and talented program (GATE); Marci Kutzer from Clark County School District, sixth grade language arts teacher; Rodney Bell from Clark County School District, Educational Services Division; and Rebecca Tate from Nye County School District, early childhood educator.

**4. INFORMATION, DISCUSSION, AND POSSIBLE ACTION REGARDING THE POSSIBLE APPROVAL OF THE JANUARY 18, 2024, MEETING MINUTES**

*(Information/Discussion/Possible Action)*

Members reviewed the minutes from the meeting on January 18, 2024. Kellylynn Charles entertained a motion to approve the meeting minutes. **Member Finn made a motion to approve the January 18, 2024, meeting minutes and Chair Spencer seconded. With no objections, the motion carried.**

**5. INFORMATION, DISCUSSION, AND POSSIBLE ACTION REGARDING THE ELECTION OF THE TASK FORCE CHAIR AND VICE CHAIR PURSUANT TO NRS. 391.492**

*(Information/Discussion/Possible Action)*

Senior Deputy Attorney General David Gardner gave information on the responsibilities of the Chair and Vice Chair positions. Member Spencer nominated herself as chair. All members were in favor of electing Chair Spencer. Member Finn nominated herself as vice-chair. All members were in favor of electing Vice Chair Finn.

## **6. INFORMATION AND DISCUSSION REGARDING OPEN MEETING LAW TRAINING** *(Information/Discussion)*

Senior Deputy Attorney General David Gardner gave a presentation on Open Meeting Law (see meeting materials for a copy of the presentation).

## **7. INFORMATION AND DISCUSSION OVERVIEW OF THE TASK FORCE RESPONSIBILITIES AND WORK TO DATE** *(Information/Discussion)*

Kathleen Galland-Collins gave a presentation on the task force responsibilities and work to date. Mrs. Galland-Collins gave a brief history of the task force. Assembly Bill (AB) 276 during the 2019 Legislative Session created the Teacher Recruitment and Retention Advisory Task Force and Senate Bill (SB) 71 during the 2023 Legislative Session restructured the Task Force to include educational support personnel. The Task Force is governed under Nevada Revised Statute ([NRS](#)) [391.492](#) and includes 20 members from all the public-school districts except charter schools: 1 from each rural district, 2 from Washoe County School District, and 3 from Clark County School District. To qualify to be a member, you must be a licensed teacher or an education support specialist with a minimum of 5 years of experience and currently employed in that role. In addition, you must not be a current member of any education-related board or council. Duties include evaluating challenges in attracting and retaining teachers and education support professionals to Nevada, making recommendations to the Joint Interim Standing Committee on Education (COE) to address challenges, presenting recommendations to the COE at their June meeting in each even year, and submitting a report to the Legislative Council bureau (LCB) by February 1 of each odd numbered year.

The Nevada Department of Education (NDE) supports the Task Force by hosting the public meetings; providing support by collaborating with the chair and vice chair in the development of agendas, meeting materials, and reports; facilitating work groups to support the work of the Task Force; and collaborating with WestEd to provide high quality data, research, and facilitation. In addition to WestEd, the Task Force also partners with the Superintendent's Teacher Advisory Cabinet (STAC) and the Principal's Advisory Cabinet (PAC), Nevada System of Higher Education (NSHE) Teacher Pathways Task Force, NDE work groups, and the American Institutes for Research (AIR).

Mrs. Galland-Collins provided an overview of how the recommendation process works. She shared several of the accomplishments of the Task Force. NDE received one million dollars in federal funds, through the Interim Finance Committee (IFC), to contract with a third party (AIR) for the development and implementation of the Exit/Transfer and Working Conditions surveys. SB 72 (2023) included a requirement study of educator workload. The Task Force also advocated for removing barriers, including Praxis testing requirements for licensure. AB 515 (2023) was passed to continue the allocation of state funding to support the Incentivizing Pathways to Teaching (IPT) program. AB 428 (2023) was passed to promote the expansion of Career and Technical Education (CTE) Teaching and Training programs. Mrs. Galland-Collins shared that the Task Force helped to increase the allocation of funding to support the educator pipeline, retention incentives, career ladder options, and other resources, showing that the work of the Task Force influenced those accomplishments, some of which were direct recommendations. Mrs. Galland-Collins added that the State of Nevada does not have a lot of workforce data available, as the State receives the information from districts, which places a hardship on some of the rural districts. Mrs. Galland-Collins concluded with an overview of a presentation done by the Region 15 Comprehensive Center Network on the "Educator Workforce: Understanding Supply and Demand" ([see meeting materials](#)).

## 8. INFORMATION, DISCUSSION, AND POSSIBLE ACTION REGARDING WORK SESSION (*Information/Discussion/Possible Action*)

Mrs. Charles presented 33 recommendations divided into 5 categories: *Systemic Support and Infrastructure to Improve Working Conditions* had 14 recommendations, *Recruitment* had 4 recommendations, *Retention* had 7 recommendations, *Remove Barriers* had 3 recommendations, and *Letters of Support* had 5 recommendations. Chair Spencer suggested that the recommendations be put in order based on level of importance. Member Trio agreed that it would highly be beneficial to rank them so that the top recommendations would get viewed first. **Mrs. Charles entertained a motion to rank each recommendation within each category according to priority. Chair Spencer made a motion, Vice Chair Kerri Finn seconded, and the motion carried.**

Member Trio suggested that the recommendation to implement a statewide minimum salary schedule for licensed personnel to include an annual cost of living adjustment (COLA) in line with the cost-of-living indices should be placed on the top of list. Chair Spencer added that the recommendation was on the list last year, but it did not get much traction from the legislature, but she agreed with Member Trio that it should be on the top of the list. Mrs. Galland-Collins gave a brief history of some of the recommendations for the new members as they ranked each recommendation. **Chair Spencer made a motion to prioritize the top 5 recommendations under the *Systemic Support and Infrastructure to Improve Working Conditions* category and place the remaining ones in alphabetical order. With all members in favor, the motioned passed.**

Members reviewed and discussed the 4 recommendations under the *Recruitment* category. **Mrs. Charles entertained a motion for returning the Public Employee Retirement System (PERS) service requirement from the current 33.3 years to 30 years of service to the first recommendation, moving the recommendations for increasing funding to the *Retention* category, and reducing the number of years required for eligibility to receive PERS benefits from 5 years to 3. Member Kutzer made a motion, Vice Chair Finn seconded, and the motion passed unanimously.**

Members discussed the *Retention* recommendations. **Mrs. Charles entertained a motion to keep the recommendations as is. Chair Spencer made a motion, Vice Chair Finn seconded, and the motion passed unanimously.**

Members discussed the *Remove Barriers* recommendations. **Chair Spencer made a motion to accept the recommendations as is, Member Perez seconded, and the motion passed unanimously.**

Members discussed the *Letters of Support* recommendations. **Mrs. Charles entertained a motion to accept the recommendations as is. Chair Spencer made a motion to accept the recommendations as is, Member Perez seconded, and the motion passed unanimously.**

The Task Force discussed the June draft report. **Chair Spencer made a motion to accept the changes made to the June report, Member Trio seconded, and the motion passed.**

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

The 2024 meeting schedule will be available on the next meeting agenda.

**10. PUBLIC COMMENT #2**

There was no public comment in Las Vegas and no public comment in Carson City.

**11. ADJOURNMENT**

Meeting adjourned at 6:50 PM.