



NEVADA STATE TEACHER RECRUITMENT AND RETENTION ADVISORY TASK FORCE

**TUESDAY, SEPTEMBER 26, 2023
4:00 P.M.**

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	Virtual/ Livestream	n/a	n/a

DRAFT SUMMARY MINUTES OF THE REGULAR MEETING

MEMBERS IN ATTENDANCE

Vice Chair Maria Cristy Fernandez
Chair Lance Lattin
Magdaline Wells
Nicole Witkowski
Sandra Ayers
Sherry Spencer
Viengkhone Peabody
Natalia Cui-Callahan
Thomas Brooks
Meridon Fortune

NEVADA DEPARTMENT OF EDUCATION (NDE) STAFF IN ATTENDANCE

Christy McGill, Deputy Superintendent, Office of Educator Effectiveness and Family Engagement
Kathleen Galland-Collins, Assistant Director, Office of Educator Development, Licensure, and Family Engagement (EDLiFE)
Kellylynn Charles, Education Programs Professional, Office of Educator Development, Licensure, and Family Engagement (EDLiFE)
Rick Derry, Administrative Assistant, Office of Educator Development, Licensure, and Family Engagement (EDLiFE)

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

Chair Lance Lattin called the meeting order. Rick Derry gave roll call following the Pledge of Allegiance and Native American land acknowledgement.

2. PUBLIC COMMENT #1

There were no public comments provided in Las Vegas or Carson City.

3. INFORMATION, DISCUSSION, AND POSSIBLE ACTION REGARDING THE POSSIBLE APPROVAL OF THE APRIL 26, 2023, MEETING MINUTES

(Information/Discussion/For Possible Action)

Chair Lattin entertained the motion to approve the April 26 meeting minutes. Member Spencer motioned to approve the meeting minutes. Vice Chair Fernandez seconded the motion. **Motion passed.**

4. INFORMATION AND DISCUSSION UPDATE ON RECRUITMENT AND RETENTION WORK

(Information/Discussion)

Kellylynn Charles provided updates on the Statewide Teacher Exit Survey. She mentioned that the Nevada Department of Education was given \$1,000,000 to develop and begin the work on the Exit and Working Conditions Surveys. The Exit survey is currently in its final stages, it will be going through its last review and editing before final approval. American Institute of Research (AIR) will be the 3rd party vendor for the implementation of survey. AIR is also conducting the working conditions survey and that workgroup has been convening and discussing outcomes, and data usage. Both surveys are expected to be live by the end of next year. Additionally, there will be a stakeholder workgroup to redesign the licensure webpage to make it more accessible and user friendly to teachers and educators statewide. The goal of updating the website is to use it as a recruitment and retention tool.

Ms. Charles turned it over to Deputy Superintendent Christy McGill. Deputy Superintendent McGill provided details on beginning a contract around a marketing plan. The contract is with the Abbi Agency, and it will look at recruitment and retention. Firstly, the goal is to do a better job of getting the pathways and supports for adults looking to change their careers to the education field. Deputy Superintendent McGill opened the floor for discussion. Member Spencer asked if there will be a rebranding of either the logo or to the option for adverts. Deputy Superintendent McGill answered that while working with the Abbi Agency, the idea is to build out the plan with a limited budget and bring things on in a prioritized manner. The rebranding effort will be done through looking at the teaching profession in different lights, different representations, and making it inclusive in the marketing campaign. Member Spencer would like to offer her services since she has been working on something similar for a while. Chair Lattin provided information on previous ideas to change the overall idea of what it means to be a teacher so people do not see it as a laughable profession or disrespected profession. Deputy Superintendent McGill ensures all members will be in the loop with any updates going forward with this project and confirms that this project will be moving forward.

5. INFORMATION AND DISCUSSION ON SENATE BILL 71 AND THE CHANGES TO THE TEACHER RECRUITMENT AND RETENTION ADVISORY TASK FORCE

(Information/Discussion)

Kellylynn Charles provided updates on Senate Bill 71 (SB71). This bill was passed and made changes to membership of the body and the name. Starting February 2024, this body will be called the Nevada Statewide Teacher and Education Support Professional Recruitment and Retention Advisory Task Force. The application for new membership has been posted. Ms. Charles advised members to reapply if eligible and to advertise the open positions. She stated the structure of the Task Force will be staying the same; 20 members with a quorum of 10. However, members must be a teacher or a support education professional, not just teachers. That will mean 1 teacher or 1 education support professional from the rural districts, not both. Applications will close January 15, 2024. The Legislature's goal is to appoint 10 teachers and 10 support professional to promote fairness. This concludes this item.

6. INFORMATION, DISCUSSION, AND POSSIBLE ACTION REGARDING WORK SESSION

(Information/Discussion/Possible Action)

Kellylynn Charles provided updates from the most recent legislative session. She gave a presentation of the 2023 Recommendations Legislative Action Update. See [Meeting Materials](#) to see actions taken on each of the 21 recommendations. Kathleen Galland-Collins offered information on the new scholarship for

recruiting, called the Teacher Advancement Scholarship. \$2,000,000 was approved to provide help to teachers to pursue their master's degree.

Ms. Charles opened the floor up for discussion for each item that had no action taken. Member Witkowski suggested that the recommendation of investing funding to sustain educator workforce portal was not as pressing as the others. Ms. Galland-Collins added a more in depth prospective on what this portal will provide (See [Meeting Materials](#)). Member Witkowski retracted her suggestion on the portal and questioned if this portal is used in other States and was it useful. Ms. Galland-Collins answered Member Witkowski question providing further explanation on the usefulness of the portal.

The next item up for discussion was the Home was Possible for Teachers loan assistance program. Member Spencer suggested getting feedback as to why no action was taken on this matter. Member Ayers suggested that no action was taken due to the housing market being volatile. Member Fortune asked how many times this recommendation was suggested and recommended doing more research for this issue. The next recommendation with no action brought up was the allocation of money to districts for teachers to find housing, which ties in with the Home is Possible for Teachers recommendation. Member Spencer suggested following the same path as the Home is Possible for Teachers recommendation. Member Fortune suggested dropping this recommendation due to possible implications that school districts do not want to be considered landlords. Member Ayers agreed with Member Fortune. Member Fortune suggested a possible pay raise to teachers. Member Wells agreed with Member Fortune regarding a pay raise and suggested researching the cost of living.

The Task Force discussed recommending the allocation of funds to the Department of Public Safety (DPS) to expedite background checks that are not for recreation. Chair Lattin suggested that this recommendation be left on the table to combat future struggles with educators not getting hired for this reason. Member Spencer suggested that this recommendation might be an overstep on this Task Force but agreed that this is important because no teacher should wait an extended period of time. Member Witkowski agreed that this should be considered important and discussed her experience in getting her license. Member Witkowski suggested that DPS might need to do more hiring. Deputy Superintendent McGill suggested that there be an agreement between districts and Nevada Department of Education (NDE) to cut down on multiple background checks. Ms. Galland-Collins stated that in Clark County School District (CCSD) the CCSD police are an approved fingerprint vendor which eliminates the need for an educator to submit two sets of fingerprints. The fingerprints can be submitted by the CCSD Police in the Online Portal for the Application for Licensure (OPAL) and can be sent to both DPS and NDE, but both background checks must occur due to it being a federal rule.

The next recommendation up for discussion was the investment of programs and supports for aspiring educators. Member Fernandez suggested that this is a good program for future teachers. Deputy Superintendent McGill stated that there will be a meeting with the Nevada Department of Employment, Training, and Rehabilitation (DETR) and some of the support functions may be brought up in that meeting for a possible partnership.

Next for discussion was increasing retirement benefits after 30 years of service. Member Spencer stated that this recommendation might not go anywhere because issues come with raising money and suggested that the Nevada Retirement Board will need to have a say in this recommendation. Member Callahan agreed with Member Spencer and questioned how this will be equitable for existing teachers. Member Fortune suggested that the Task Force might not have a say in this raise, and it may be dependent on Public Employees Retirement System of Nevada (PERS). Ms. Galland-Collins suggested that research be done on how PERS operates and the economic impact a raise in benefits. Deputy Superintendent McGill stated that teachers have requested that there should be equity with that of first responders.

The next recommendation up for discussion was the student loan forgiveness for current teachers who have taught for 5 years in the public-school classroom in Nevada and continue to do so. Chair Lattin suggested to keep. Member Spencer agreed with Chair Lattin to keep and possibly rework it.

The next recommendation was the allocation of funds to NDE and districts to increase the public branding and messaging that will change the narrative around teaching, promote recruitment and retention of

educators via adverts, news outlets, etc. Member Spencer questioned if this is the intent of the work of the Abbi Agency. Deputy Superintendent McGill confirmed that the plan is to include it in the marketing plan. Member Spencer suggested keeping the recommendation.

The next recommendation up for discussion was allocating funds to implement a statewide minimum salary scale for licensed teachers to include an annual cost of living adjustment. Member Spencer wondered how districts will be affected by the implementation of this law and the feasibility of this recommendation.

Member Fortune agreed with Member Spencer and suggested putting this recommendation to the side.

Member Witkowski questioned how other economic factors will affect this recommendation. Ms. Charles suggested placing a protection in the bill if this recommendation is picked up.

The recommendation for increasing the allocation of funding to education and prioritizing the use of funds for increased administrator professional learning was discussed next. Member Spencer questioned how administrators will teach work balance between themselves and their educators. Chair Lattin agreed that this may cause a rift between administrators and educators. Members agree to set this aside and gather more information. They suggested there be a better way to get the same results. Deputy Superintendent McGill stated there is data that shows implementation of a multi-tier system of support shows that the intended results were met. She suggested that NDE can provide this data.

The next recommendation discussed was the mentorship program. Member Spencer stated that her district has been doing this program and receives a stipend. She stated that she can see a change in how professional development happens. She agreed there is a need for a mentor program and suggested there be training for the mentors. Member Witkowski agreed with Member Spencer and provided her experience with her districts mentor program. She proposed that a program like this will help support funding for current mentor programs. Chair Lattin suggested that funding specific mentoring would increase access to better resources to make mentoring effective. Deputy Superintendent McGill stated that there will need to be a look out for federal grant opportunities.

The final recommendation up for discussion was allocation of funds to districts for recruitment efforts.

Member Wells had concerns for funding oversight and the use of those funds as intended. Member Spencer agreed with Member Wells on having oversight to this recommendation. See Appendix A for notes taken during the work session.

7. FUTURE AGENDA ITEMS

(Information/Discussion)

Chair Lattin opened the floor for future agenda items. No one had any suggestions.

8. PUBLIC COMMENT #2

No public comment in Carson City, no public comment in Las Vegas, and no public comment submitted via email.

9. ADJOURNMENT

Without further objection, meeting adjourned at 5:40 PM.

Appendix A - Notes from Agenda Item 6 - Work Session

<i>Recommendation:</i>	<i>Specifics:</i>	<i>Notes:</i>
The Legislature should invest funding to sustain the educator workforce supply and demand portal currently being developed using federal relief funds (recommended by the NSHE and Coalition groups).	<p>The Nevada Department of Education has invested over \$800,000 in federal relief funds to support ongoing analysis of the educator workforce and class sizes in Nevada. As part of the contract for that work, it will initially be made available to school and district staff and then public-facing dashboards will be deployed during the 2023-24 school year that monitor:</p> <ul style="list-style-type: none"> • Average class size experience • Access to experienced teachers • Use of long-term substitutes • Teacher workforce age • Licensed staffing ratios • Teacher pipeline metrics, including connecting data with NSHE educator preparation programs 	<p>Workforce Data Portal: Would like to keep this – make sure it is designed to inform and promote initiatives that support educators.</p>
Legislature to provide State general funds to supplement the current funding structure to support the Home Is Possible for Teachers program (Recommended by the Task Force).	<p>The Home Is Possible for Teachers program is currently funded through the fees collected by the Nevada Housing Division (NHD). This recommendation would provide dedicated State funds to supplement the limited amount of funding NHD programs generate from fees.</p>	<p>No action taken- get feedback on it from legislators and see what we need to revise. Add additional research on what other states and districts are doing to support housing opportunities for teachers. Did they not take action because of the housing market? Let’s rework this recommendation – add research etc.</p>
Increase the allocation of funding to education and prioritize the use of those funds for districts to assist teachers in finding affordable housing. (Recommended by all groups and the Task Force)	<p>This recommendation would provide funding to districts to assist teachers in finding affordable housing. This could include district purchases of affordable housing/ rental units and/or providing monetary incentives for purchase/ rental assistance.</p>	<p>See notes above – make sure we have a clear “why” and clearly articulate the need for housing for teachers.</p> <p>Were districts not interested? Difficulty with the position of being landlord. Raising salaries may help teachers access housing. Need to address cost of living, cost of housing, and salaries</p>
Allocate funding to the Department of Public Safety to support the prioritization of background checks for educator licensure (recommended by the Coalition).	<p>The Department of Public Safety (DPS) would need to determine the best way to implement this recommendation. DPS would need to determine the most efficient way to prioritize the processing of the fingerprints of educators seeking licensure. Funding would be needed to provide additional personnel or to allow for overtime pay to current personnel. This recommendation would prioritize background checks for educator licensure ahead of recreational licenses. The intent is to expedite the processing of educator background checks for licensure/ employment. Other priority checks such as foster parent background checks would not be negatively affected.</p>	<p>Teachers can’t get hired if they do not have a license. Many have stated the length of time it takes for the background check to come back is a barrier. Agree that this is still a problem. May need more staffing for DPS. Duplication of background checks.</p>

<i>Recommendation:</i>	<i>Specifics:</i>	<i>Notes:</i>
The Legislature should invest in a series of events and supports for aspiring educators, specifically pre-service educators or potential future educators. This is distinct from the current mission of the Nevada Department of Education, districts and schools, and institutions of higher education as it focuses on those not already enrolled in preparation programs or those who do not already hold a license who would benefit from tailored information and mentorship as they consider pathways to careers in education (recommended by NSHE group).	<p>Pilot a year-long series of events and supports for teacher candidates to include:</p> <ul style="list-style-type: none">• Hotline for aspiring educators: This would serve as the State’s primary source of information for individuals exploring careers in education: This would not duplicate/ replace licensure processing services provided by NDE; this would offer career advisory support to those contemplating teaching for perhaps the first time. It is important to note that NDE’s Licensure operation does not have the capacity to respond to open-ended questions related to licensure and, in most cases, individuals need to initiate a licensure application to get support. Nevada needs a place future educators can call before they have even enrolled in postsecondary programs and/or while they’re proceeding through preparation programs.• Career Ambassadors: Could be used to ‘staff’ the hotline and facilitate events, solicit experienced/ retired educators who are committed to changing the narrative, and support candidates through the licensure journey.• Recruiting events paired with licensing labs: After/concurrent with hosting recruiting events, offer a “licensing lab” where candidates have access to computers and support on standby to help them navigate licensure and job applications. [Washoe County School District (WCSD) model]• Resume-building and interviewing classes: Building on the example of WCSD, offer a series of professional development supports for aspiring educators and existing educators who want to become administrators.• Financial aid resources: Simple information that helps people determine eligibility for financial aid, scholarships, estimate anticipated aid, and understand the various programs and options available to them. <p>Pathways to Teaching Webinar: This would help candidates navigate different routes and credentials [i.e., traditional versus Alternate Route to Licensure (ARL), Business and Industry (B&I), etc.]. It could be recorded and repurposed.</p>	<p>It would be great to support people looking to go into education.</p>
Revise PERS by increasing the benefits percentage to 90% after 30 years of service (recommended by the Coalition and PAC).	<p>The details around this recommendation will most likely need to be assigned to the Nevada Retirement Board.</p>	<p>Concerns regarding equity. NDE to research how PERS operates – economic impact – etc.</p>

<i>Recommendation:</i>	<i>Specifics:</i>	<i>Notes:</i>
Provide funding outside the general fund to create and manage a student loan forgiveness reimbursement program for teachers after they have taught for 5 years in a public school classroom in Nevada and who continue to teach in a classroom in Nevada (recommended in the 2021 Task Force report and STAC).	Building on the previous Task Force recommendation, the 2022 Task Force reiterates the need for a school loan forgiveness program. This recommendation is different from recommendation number 9 because it focuses on retaining teachers who are currently repaying student loans and working in Nevada’s classrooms. After teaching in a Nevada public school classroom for five years, teachers would be eligible to submit a request for reimbursement of their student loan payments up to a set amount each year, with a lifetime reimbursement cap. For example, a teacher may request up to \$2,500 per year for each year they continue to teach in the classroom up to a lifetime total of \$20,000	Keep it and review it to see what we may need to revise about it.
Allocate additional funds to NDE and districts for increased public branding/ messaging that focuses on changing the narrative around public education, promotes recruitment and retention of educators via advertisement with social media, news outlets, etc.	The 2022 Task Force reiterates the need for funds that would be used to support the creation of professional-quality videos, public service announcements, social media posts, etc. to promote the entire education profession, Nevada as a desirable State to teach in, the quality of education provided, and specific district and Statewide recruitment and retention events/ efforts.	Keep it
Allocate additional funds to implement a statewide minimum salary scale for licensed teachers to include an annual cost of living adjustment (COLA) in line with the cost-of-living indices (recommended by all groups and Task Force).	It is recommended that the statewide average base starting salary (without benefits) of \$41,277 become the statewide minimum starting salary and the statewide maximum be no less than the statewide average base maximum salary of \$82,237. This would be a minimum salary scale for all districts to reflect the cost of living and include an annual COLA increase to maintain or improve the teacher standard of living. Districts could still negotiate salaries higher than the minimum. The COLA increases should be made on a regular basis (at least biannually) to maintain the teacher standard of living.	Wonder how this would impact the ability of associations to negotiate salaries. How would this work statewide – Is it still feasible? Put it aside for now

<i>Recommendation:</i>	<i>Specifics:</i>	<i>Notes:</i>
Increase the allocation of funding to education and prioritize the use of those funds for increased administrator professional learning. (Recommended by all groups and the Task Force)	Provide targeted training of administrators in building systemic supports for educator efficacy and increasing job satisfaction. Building and district administrators would participate in professional learning to help them reduce workload and improve life/work balance for themselves and the educators they supervise. This would include learning how to leverage initiatives or requirements already in place to reduce duplicative efforts and build systems of support for their staff.	Set is aside for now. Maybe there’s a better way to get to the intended results of this recommendation. NDE offered to show the report on the implementation of MTSS and the impact on administrator time.
Increase the allocation of funding to education and prioritize the use of those funds for the development and implementation of mentor programs including, but not limited to, salaries, stipends, and training for mentor educators. (Recommended by all groups and the Task Force)	Increasing funding to districts will support the resources needed to develop or sustain mentor programs through which experienced educators build the capacity and skills of novice educators as well as provide career pathways for experienced educators.	Make sure the mentors are trained – increase positive impact of mentoring. Statewide mentoring program with well trained teachers would be a benefit – help support funding for current mentoring programs. Funding would increase access to better resources to make mentoring more effective. NDE to look for federal grant opportunities (WestEd?)
Increase the allocation of funding to education and prioritize the use of those funds for District-led recruitment and retention efforts. (Recommended by all groups and the Task Force)	Increasing funding to districts would support additional personnel or resources to focus on recruitment and retention. This would not be a mandated position, but instead provide funds to support either a designated position or support for current personnel responsible for recruitment and retention initiatives or efforts.	Concerns about the use of funds by the districts – need oversight to ensure the funds are used as intended.