



**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

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 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 of 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 is 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 support 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 of 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 about funding oversight and the use of those funds as intended. Member Spencer agreed with Member Wells on having oversight to this recommendation.

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

9. ADJOURNMENT

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