



NEVADA STATE TEACHER RECRUITMENT AND RETENTION ADVISORY TASK FORCE

THURSDAY, JANUARY 18, 2024

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	Livestream	n/a	Link
Department of Education	YouTube	n/a	Link

SUMMARY MINUTES OF THE REGULAR MEETING

MEMBERS IN ATTENDANCE

- Chair Lance Lattin
- Vice Chair Cristy Fernandez
- Sherry Spencer
- Meridon Fortune
- Viengkhone Peabody
- Natalia Cui-Callahan
- Nicole Whitsett
- Sandra Ayers
- Linda Flaherty
- Thomas Brooks
- Magaline Wells

GUEST IN ATTENDANCE

- Andrew Morill, Senior Program Associate, Region 15 Comprehensive Center at West EdTrevor Harder, Superintendent’s Teacher Advisory Cabinet (STAC)
- Dr. Michelle Cruz-Crawford, Superintendent’s Principal Advisory Cabinet (PAC)

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 Programs Professional (EPP) Office of Educator Development, Licensure, and Family Engagement (EDLiFE)

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

Kat/Kellylynn gave roll call followed by the pledge of allegiance and land acknowledgment.

2. PUBLIC COMMENT #1

No Public Comment in Carson City and no public comment in Las Vegas.

3. INFORMATION, DISCUSSION, AND POSSIBLE ACTION REGARDING THE POSSIBLE APPROVAL OF THE SEPTEMBER 26, 2023, MEETING MINUTES (*Information/Discussion/For Possible Action*)

Chair Lance Lattin entertained a motion to approve the September 26, 2023, meeting minutes. Member Sherry Spencer motioned. Member Meridon Fortune seconded. Motion passed unanimously.

4. INFORMATION AND DISCUSSION UPDATE ON RECRUITMENT AND RETENTION WORK (*Information/Discussion*)

Kathleen Galland-Collins provided the task force with updates on the state funded Teacher Exit Survey and the working conditions survey. She added that the department is almost finished with teacher exit survey and is currently in the final stages of completion. The department has been working with the American Institute for Research (AIR) and has held meetings and webinars with district leadership and HR directors to promote the exit survey. They are holding meetings with those district personnel to determine how they are going to share the information with AIR, so that AIR can send out the surveys to the teachers that are leaving. The department is in the final stages of implementation of the teacher exit survey, however, the Working Condition Survey is still in process as it started later than the Teacher Exit Survey did. The workgroup has decided on the main areas of focus which are community support and involvement, facilities and resources, instructional resources, and support, learning environment and support, leadership, and compensation. Additionally, the department is working on item banks to fit into each of the topic areas and will be meeting with the workgroup in January.

Mrs. Galland-Collins also shared information on a new scholarship and Teach Nevada Scholarship (TNS). The State Board of Education (SBE) approved 1,336 scholarships in a total amount of \$5,880,601.50. These funds were received by Great Basin College, iteach Nevada, Nevada State University (NSU), Nevada Teacher Corp/The New Teacher Project, University of Nevada Las Vegas (UNLV), University of Nevada Reno (UNR), and Western Governors University (WGU).

She also shared information on the Incentivizing Pathways to Teaching (IPT) in which 1,316 were approved by the SBE in the amount of \$6,791,508.77. The Educator Preparation Programs (EPP) that received those funds were Great Basin College, NSU, UNLV, and UNR. The purpose of this pathway is to provide funding not only for coursework, but also for stipends during the student teaching. The department received state funds for the next budget. Initially, it was a federal funded program during the recovery and later became state funded afterwards to continue the work. She added that the department has collaborated with the Nevada Department of Employment, Training, and Rehabilitation (DETR) to assist in providing funds for additional scholarships and is going through the fiscal approval process with Interim Finance Committee (IFC). The Nevada Teacher Advancement Scholarship (NTAS) is a new program to retain in-service educators and is designed for eligible in-service educators who attend an approved EPP in Nevada resulting in a master's degree in education or a related field. The SBE approved 278 scholarships in the amount of \$1,497,156.75 for students at NSU, UNLV, and UNR.

The department is still working with Career and Technical Education (CTE) Pathway on the Teaching and Training Program in which they have CTE aligned course sequences and state standards. This Pathway begun in the 2017 – 2018 school year. In 2022 and 2023, over 4,000 students were in enrolled in at least one CTE Teaching and Training course. 8 school districts and 3 charter school campuses offered the pathway. Mrs. Galland-Collins concluded her presentation with department contact information and opened the floor for questions (see meeting materials).

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

Kellylynn Charles introduced the Superintendent’s Teacher Advisory Cabinet (STAC) representative Trevor Harder shared the STAC recommendations (*see Appendix A.1*) in the meeting minutes. Mr. Harder closed the presentation and opened the floor for questions.

Michele Cruz-Crawford introduced herself and expressed gratitude for being on the Principal’s Advisory Cabinet (PAC). Mrs. Cruz-Crawford shared the PAC’s recommendations (*see Appendix A.2*). Mrs. Charles presented the recommendations for the Nevada Coalition of Educator Recruitment and Retention (Coalition) on behalf of the members (*see Appendix A.3*). Mrs. Charles opened the floor for questions.

The Task Force reviewed all recommendations presented and which ones the members would like to omit. Member Sherry Spencer suggested that recommendation #13 (*see Appendix A.1*) from STAC should be omitted as she felt that it would not be a priority as teachers should be able to leave at the end of the day and not have a magnitude of work left. Member Sandy Ayers expressed hesitancy to recommendation #8 from STAC (*see Appendix A.1*). Members decided to reword the recommendations and revisit them at the next meeting. Mrs. Charles color coded the document as members commented on the recommendations. The green represents recommendations that will move forward to legislators, the peach color represents recommendations that are still in the works, and red represents recommendations that will be omitted ([see meeting materials](#)). Members agreed that they would determine the recommendations to move forward today, and then possibly prioritize them at the next meeting.

Member Tom Brooks questioned if the recommendations were ranked in order and does the legislators look at them as a whole or is it based off a rank. Mrs. Charles stated that the recommendations presented by STAC, PAC, and the Coalition are not in rank order. They were organized by similarity to align easier in the document. She added that the recommendations that the council would like to move forward with are the ones that they will include in the report. Mrs. Galland-Collins added that it doesn’t prevent the Task Force as a public body from saying that they would like a recommendation to be marked with priority.

Member Spencer put forth STAC recommendation #14 as important and should be highlighted green. She also suggested moving PAC recommendation #6 on sick leave buy out forward as well as all the ones related to PERS revisions. Members asked staff to combine the wording for duplicative recommendations. Member Spencer asked that recommendation #9 be moved forward. Mrs. Charles and Mrs. Galland-Collins facilitated discussion on the remaining recommendations. The Task Force moved #2, #

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

7. PUBLIC COMMENT #2

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

8. ADJOURNMENT

APPENDIX A.1 – AGENDA ITEM #5 (STAC)

Recommendation #1 – Allocate funding to improve the organizational imaging of the teaching profession.

Recommendation #2 – Provide dedicated funding for stipends for mentor teachers.

Recommendation #3 – Expand the benefit enrollment umbrella to include healthcare coverage of educators under the state Public Employee Benefit Plan (PEBP).

Recommendation #4 – Take action to prevent the scheduling of stacked classes (1 educator teaching 2 classes in the same room at the same time).

Recommendation #5 – Provide funding outside the general fund to create and manage a loan forgiveness program for current teachers with at least 5 years of experience in the classroom.

Recommendation #6 – Return PERS service requirement from the current 33.3 years to 30 years of service.

Recommendation #7 – Provide state general funds to supplement the current funding structure to support the Home is Possible for Teacher's program.

Recommendation #8 – Provide housing opportunities to all educators for longevity in the district.

Recommendation #9 – Provide dedicated funding for district to provide signing bonuses/longevity pay.

Recommendation #10 – Change the PERS vesting requirement from 5 years to 3 years.

Recommendation #11 – COE to write a letter to districts encouraging them to value and respect teacher autonomy in lesson planning, design, and delivery.

Recommendation #12 – COE to write a letter to districts encouraging them and associations to better explain their salary schedule and raise process (creating distinct pages with updated information).

Recommendation #13 – COE to write letters to the appropriate entities to encourage school districts to pay 1.5 additional per day outside of student day (7.5 hours per week).

Recommendation #14 – COE to write a letter to our Federal Delegation urging them to sponsor legislation to repeal the Social Security Windfall Elimination Provision.

APPENDIX A.2 – AGENDA ITEM #5 (PAC)

Recommendation #1 – Provide funding for a PR campaign to become a teacher.

Recommendation #2 – Allocate funding for stipends for mentor teachers.

Recommendation #3 – Expand the benefit enrollment umbrella to include healthcare coverage of educators under the state Public Employee Benefit Plan (PEBP).

Recommendation #4 – Allocate additional funding for administrative leadership training focused on supporting teachers.

Recommendation #5 – 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.

Recommendation #6 – Increase funding to support the buyout for unused sick leave at (teacher's daily rate of pay) OR (statewide minimum amount) upon retirement.

Recommendation #7 – Allocate additional funding for the creation and training of student support teams (MTSS, Wrap around services, etc.) at every school.

Recommendation #8 – Require health plans doing business in Nevada to include extensive wrap around service benefits.

Recommendation #9 – Allocate funding to provide supply cards for teachers to purchase classroom materials.

Recommendation #10 – Revise the timeline for PERS double dip eligibility.

Recommendation #11 – Allocate additional funding for scholarships to become qualified to provide student support services to students.

Recommendation #12 – Appropriate funds to cover cost-of-living/travel stipends for rural educators.

Recommendation #13 – COE to write letters to the appropriate entities to encourage school districts to pay 1.5 hours additional per day outside of student day (7.5 hours per week).

Recommendation #14 – COE to write a letter to districts encouraging them to provide career path diagnostics to all students to help guide students' coursework.

Recommendation #15 – COE to write a letter to our Federal Delegation urging them to sponsor legislation to repeal the Social Security Windfall Elimination Provision.

APPENDIX A.3 – AGENDA ITEM #5
NEVADA COALITION FOR EDUCATOR RECRUITMENT AND RETENTION

Recommendation #1 – Allocate additional funds to NDE and districts for a public messaging campaign that promotes recruitment and retention of educators.

Recommendation #2 – Allocate additional funding to education and prioritize the use of those funds for mentor programs, including but not limited to salaries, stipends, and training for mentor educators.

Recommendation #3 – Allocate funding to the Department of Public Safety to support the prioritization of background checks for educator licensure.

Recommendation #4 – Allocate additional funding to prioritize the use of those funds for targeted training of administrators in building systemic supports for educator efficacy and increasing job satisfaction.

Recommendation #5 – 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.

Recommendation #6 – Increase funding to support the buyout for unused sick leave at (teacher’s daily rate of pay) OR (statewide minimum amount) upon retirement.

Recommendation #7 – Allocate additional funds to districts to support designated personnel to focus on supporting recruitment and retention efforts.

Recommendation #8 – Allocate dedicated funding to cover the costs associated with gaining an endorsement in a critical shortage area.

Recommendation #9 – Increase the funding for recruitment incentives.

Recommendation #10 – Create a grand fund for districts to provide a salary adjustment incentive for those who stay in Special Education positions.

Recommendation #11 – Increase funding for the teacher advancement scholarship.

Recommendation #12 – Conduct a study of NSHE coursework aligned with education staff needs.

Recommendation #13 – Increase the funding to support educator pipeline efforts.