



Matthew Fox, Esq.
Chair

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Chief Executive Officer

October 15, 2020

Governing Body
2651 North Green Valley Parkway, Suite 106
Henderson, NV 89014

SUBJECT: Critical Labor Shortage Request – Education Advisory Coordinator

Dear Governing Body Members:

Below is a summary of actions taken to justify Nevada State High School (NSHS) – Meadowwood critical labor shortage request:

Between October 2019 – October 2020, NSHS has utilized paid advertising with NeoGov, LinkedIn and Indeed and several education jobs boards. These efforts have produced 25 potential candidates, of which 15 were hired. Of those hired, nine departed the organization within six months. We attribute the high attrition rate to a less experienced pool of applicants recently graduated from college or with non-education backgrounds in a position requiring a combination of teaching, counseling, and metrics skills.

The only segment of available potential candidates NSHS has not pursued are retired educators currently unauthorized to apply for the due to retirement pay penalties.

NSHS requests a critical labor shortage for the position of Education Advisory Coordinator for two years, from October 15, 2020 – October 14, 2022, under NRS 286.523 and policy 10.34 from the Public Employee Retirement System (PERS).

If you have any questions regarding this information, then please call me at 702-332-2593. Thank you for your consideration.

Sincerely,

John Hawk, COO



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Chief Executive Officer

October 15, 2020

Governing Body
2651 North Green Valley Parkway, Suite 106
Henderson, NV 89014

SUBJECT: Critical Labor Shortage Request – Director of Site Administration

Dear Governing Body Members:

Below is a summary of actions taken to justify Nevada State High School (NSHS) – Meadowwood critical labor shortage request:

Between July 2018 – October 2020, NSHS has utilized paid advertising on NeoGov, LinkedIn and Indeed and several education jobs boards. These efforts have produced four (4) potential candidates, of which five (3) were hired. Each of the three hired departed the organization within less than three months due largely to their lack of experience in an administrative position.

Due to the stringent requirements enforced by the Nevada Department of Education, requiring a teaching license with administrative endorsement, there is a limited pool of available candidates in the Reno area. Because requirements of obtaining an endorsed license are tenure- and position-based administrative roles, the largest existing segment of available candidates are retired educators currently unauthorized to apply for the Director of Site Administration position due to retirement pay penalties.

Nevada State High School requests a critical labor shortage for the position of Director of Site Administration for two years, from October 15, 2020 – October 14, 2022, under NRS 286.523 and policy 10.34 from the Public Employee Retirement System (PERS).

If you have any questions regarding this information, then please call me at 702-332-2593. Thank you for your consideration.

Sincerely,

John Hawk, COO