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May 13, 2021

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

SUBJECT: Critical Labor Shortage Request – Special Programs Coordinator

Dear Governing Body Members:

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

Between October 2019 – May 2021, NSHS has utilized paid advertising with NeoGov, LinkedIn and Indeed and several education jobs boards to advertise the position of Education Advising Coordinator (EAC). This EAC position requests that candidates hold a minimum of a Nevada “substitute” teaching license. This minimum requirement and the school’s efforts have produced less than 50 potential candidates, of which 17 were hired. Of those hired, nine departed the organization within six months. There are several factors contributing to the attrition; however, the school continues to search for qualified candidates.

The position of Special Programs Coordinator has been even less successful over the last sixty days (60 days) given similar efforts showing **no applicants** applying for this position. NSHS believes it will continue to struggle finding candidates given that this position requires candidates to have more than just a “substitute” teaching license. In fact, candidates will need to show having a valid teaching license along with a special education endorsement.

Given the struggles, NSHS is looking to pursue a potential pool of retired educators currently unauthorized to apply for this position due to retirement pay penalties.

NSHS requests a critical labor shortage for the position of Special Programs Coordinator for two years, from June 16, 2021 – June 15, 2023, 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