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Governing Body
2651 North Green Valley Parkway, Suite 106
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SUBJECT: Critical Labor Shortage Request – Special Programs Coordinator

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

Between May 2021 – April 2023, NSHS has utilized paid advertising with Indeed to advertise the position of Special Programs Coordinator (SPC). The position requires that candidates hold or are able to acquire a Nevada Special Education Endorsement, which is necessary for the role but limits the pool of available candidates. Between May 2021 and April 2023, there have been a total of 25 candidates for the position, of which 16 met initial qualifications. There have been two candidates hired into the role, however, both candidates left NSHS within the first 6 months. The position has been vacant since October 15, 2022 with services provided by an outside contractor. In an effort to attract candidates, the salary range offered for the position was increased in October 2022 and the position requirements were reviewed and updated.

According to EdWeek.org (2022), most states are desperate for recruiting special education teachers, but are finding success in partnering with universities to find solutions to vacancies and are pipelining for paraprofessionals to become special education teachers (www.edweek.org, 2022). NSHS believes it will continue to struggle finding candidates given that this position: a) requires a special education certification, b) most states are struggling with recruitment efforts for Special Education positions, and c) there has been a shortage of qualified applicants received to date through our recruitment efforts.

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, 2023 – June 15, 2025, 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 on 725-243-3881. Thank you for your consideration.

Sincerely,

Ra'Chanel A. Wells, CIAO

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