

NEVADA LEGISLATURE
LEGISLATIVE COMMITTEE ON EDUCATION
(Nevada Revised Statutes 218.5352)

SUMMARY MINUTES AND ACTION REPORT

The third meeting of the Legislative Committee on Education was held on Thursday, January 10, 2008, at 9:30 a.m. in Room 2135 of the Legislative Building, 401 South Carson Street, Carson City, Nevada. The meeting was videoconferenced to Room 4401 of the Grant Sawyer State Office Building, 555 East Washington Avenue, Las Vegas, Nevada. A copy of this set of “Summary Minutes and Action Report,” including the “Meeting Notice and Agenda” ([Exhibit A](#)) and other substantive exhibits, is available on the Nevada Legislature’s website at www.leg.state.nv.us/74th/Interim. In addition, copies of the audio record may be purchased through the Legislative Counsel Bureau’s Publications Office (e-mail: publications@lcb.state.nv.us; telephone: 775/684-6835).

COMMITTEE MEMBERS PRESENT IN CARSON CITY:

Assemblywoman Bonnie Parnell, Chairwoman
Senator Bernice Mathews
Senator Maurice E. Washington

COMMITTEE MEMBERS PRESENT IN LAS VEGAS:

Senator Barbara K. Cegavske
Assemblyman Moises Denis
Assemblyman Harvey J. Munford
Assemblyman Lynn D. Stewart

COMMITTEE MEMBER ABSENT:

Senator William J. Raggio, Vice Chairman (excused)

LEGISLATIVE COUNSEL BUREAU STAFF PRESENT:

Carol M. Stonefield, Supervising Principal Research Analyst, Research Division
Melinda Martini, Senior Research Analyst, Research Division
Kristin Roberts, Senior Principal Deputy Legislative Counsel, Legal Division
Joi Davis, Program Analyst, Fiscal Division
Maryann Elorreaga, Senior Research Secretary, Research Division

OPENING REMARKS

Chairwoman Parnell called the meeting to order and said there were some very serious issues facing the Committee and the state of education in Nevada. She said the Committee had a lot of information to cover in the meeting. She welcomed everyone in attendance at the meeting.

APPROVAL OF MINUTES OF THE DECEMBER 13, 2007, MEETING

(At the direction of the Chairwoman, this item was taken out of order)

The Committee **APPROVED THE FOLLOWING ACTION:**

SENATOR CEGAVSKE MOVED TO APPROVE THE MINUTES OF THE DECEMBER 13, 2007, MEETING HELD IN LAS VEGAS. THE MOTION WAS SECONDED BY ASSEMBLYMAN DENIS AND CARRIED.

REPORT ON THE PROJECTED IMPACT OF REDUCTIONS IN APPROPRIATIONS ON THE BUDGETS OF THE SCHOOL DISTRICTS AND PROGRAMS OF THE DEPARTMENT OF EDUCATION

- Keith W. Rheault, Ph.D., Superintendent of Public Instruction, Department of Education (DOE), said the DOE was required to reduce its budget by approximately \$1 million. Noting the difficulties involved with meeting the reductions utilizing State appropriation funding, Dr. Rheault said the DOE would meet its obligation through staff reductions. He said there were four vacant positions within the DOE which would remain vacant and three new positions approved by the 2007 Legislature— a Parent Involvement Coordinator, a Gifted and Talented Coordinator, and an Empowerment Consultant—would not be filled.

Dr. Rheault said the DOE had compiled a list of programs funded by the 2007 Legislature which could also be considered for budget reductions. He said there had been appropriations of \$10.3 million to the Commission on Educational Technology; \$670,000 for gifted and talented programs; a total of \$10 million for pilot programs of performance pay and enhanced compensation for the recruitment and retention of licensed teachers; and \$273,000 for a magnet school for students who are deaf or hard of hearing. He said there was still \$4 million in the fund for career and technical education which had not been sub granted.

- Mary Pierczynski, Superintendent of Schools, Carson City School District and President of Nevada Association of School Superintendents (NASS), the said the 4.5 percent cut was a devastating blow to K-12 education. She said if school districts had to cut essential programs, the State should also cut some non essential programs and that charter schools and adult education should share in the burden. She said the school districts would have to use their district general fund ending balances to help stabilize the schools and provide what is needed for the children and that the State should use money in the Fund to

Stabilize the Operations of State and Local governments to help stabilize education funding.

- Walt Rulffes, Superintendent of Schools, Clark County School District (CCSD), said the decline in enrollment represented a \$90 million reduction in appropriations from the Distributive School Account. He said adding that amount to the \$92 million required budget cut resulted in a \$180 million to \$190 million budget reduction for the K-12 education. He said that was a 6 or 7 percent reduction, not 4.5 percent.
- Paul Dugan, Superintendent of Schools, Washoe County School District (WCSD) and Vice President of the Nevada Association of School Superintendents, said any budget cuts from K-12 education would not be a step forward for Nevada. He said it was difficult for the WCSD and its Board of Trustees to determine which programs would be cut. Mr. Dugan said the WCSD would work with all involved to come to an equitable resolution.
- William E. “Rob” Roberts, Superintendent of Schools, Nye County School District (NCSD), said the 4.5 percent budget reduction was a critical blow to the school district. He said to try to comply with the required budget cuts the NCSD had imposed a temporary hiring freeze, eliminated all non essential travel, and would utilize its general fund ending balance. Mr. Roberts said any cuts would have a negative impact on student achievement.
- Nat Lommori, Superintendent of Schools, Lyon School District, said Nevada would not be able to recruit new teachers or retain current professional staff in light of the budget cuts which have eliminated the new innovative teaching opportunities and performance pay benefits.
- Ralph Cadwallader, Executive Director, Nevada Association of School Administrators, said because the 4.5 percent budget cut was mandated half way through a school year, this year’s budget cut would, in effect, be 9 percent. He expressed concern that the budget cuts would result in current employees losing their jobs. He said programs eliminated in the budget cuts would never be reinstated.
- Sharla Hales, President of the Nevada Association of School Boards, said she appreciated the superintendents allowing school boards to be part of the decision-making regarding the budget cuts. She said the parents should also have a say in where to make budget cuts.

- Mary Jo Parise-Malloy, President, Nevadans for Quality Education, said the primary focus of Nevadans for Quality Education was the child in the classroom and they agreed that the best interest of the students should be of primary importance when the budget cuts were being considered.

PRESENTATION ON THE TEACHERSOLUTIONS MODEL OF PERFORMANCE-PAY SYSTEMS FOR TEACHER COMPENSATION

- Barnett Berry, Founder and President, Center for Teaching Quality, conducted a Microsoft PowerPoint presentation titled “Performance Pay for Nevada’s Teachers” ([Exhibit B](#)). He gave a brief overview of the history of the merit pay issue and then reviewed the performance pay plans of Denver, Colorado; Minneapolis, Minnesota; and Austin, Texas and then discussed possible components to be considered when developing a performance pay program in Nevada.
- Valdine McLean, Teacher, Pershing County High School, and Member of the TeacherSolutions Team, continued with the Microsoft PowerPoint presentation and referenced the report “Performance-Pay for Teachers—Designing a System that Students Deserve” ([Exhibit C](#)). She discussed the four components which should be included in a pay for performance program which were addressed in the report. She said, to be effective, a program should:
 1. Help students learn more;
 2. Develop and use relevant new knowledge and skills;
 3. Meet special needs in the local labor market; and
 4. Provide school and community leadership for student success.

PROGRAMS OF PERFORMANCE PAY AND ENHANCED COMPENSATION FOR LICENSED TEACHERS FUNDED BY GRANT APPLICATIONS

- Gloria Dopf, Deputy Superintendent, Office of Instruction, Research and Evaluative Services, DOE, referred to a chart titled “Performance Pay and Enhanced Compensation Grant Summary Evaluation Report” ([Exhibit D](#)), and reviewed pilot programs used by school districts to provide performance pay or enhanced compensation for recruitment, retention, and mentoring of licensed personnel. She said Assembly Bill 580 (Chapter 482, *Statutes of Nevada* 2005) appropriated \$10 million for the 2005-2007 biennium for grants of money to school districts that adopted such programs. Ms. Dopf said overall the various programs implemented by the school districts had been effective in the recruitment and retention of teachers.
- Ms. Dopf also gave a brief report on the request for applications for school district pilot programs of performance pay and enhanced compensation for the recruitment and retention of licensed teachers. She said the Legislature had passed Assembly Bill 3 (Chapter 10, *Statutes of Nevada* 2007, 23rd Special Session) which appropriated \$10 million for the 2007-2009 biennium for the pilot programs. Ms. Dopf said the school districts had until March 1, 2008, to submit their applications.

- Karlene McCormick-Lee, Associate Superintendent of Schools, CCSD, conducted a Microsoft PowerPoint presentation titled “Clark County School District Pay-For-Performance Advisory Board” ([Exhibit E](#)). She discussed the information the advisory committee had considered and reviewed to help it identify critical components to include in a pay-for-performance pilot program.
- Hugh Anderson, Las Vegas Chamber of Commerce and member of the CCSD Pay for Performance Advisory Committee, said the committee was sensitive to the fact that the CCSD had numerous programs in place that addressed many key issues which affect school performance and classroom achievement. He said that the pay-for-performance needed to emanate from a key focus on the teachers and their impact on student achievement and on the campus in general.
- Richard Stokes, Associate Superintendent of Human Resources, Carson City School District, said the district had three goals for its pay for performance program. He said the program should:
 1. Use measured achievement levels to recognize and reward staff;
 2. Maintain an increased student, parent, and teacher achievement; and
 3. Recognize and celebrate growth in targeted areas.

Mr. Stokes said, rather than considering the performance of individual teachers, the district would take a staff or school or department approach.

- Jeff Greb, Ormsby County Education Association, said it was important to the association as well that a whole school model be used and it was also important to use the objectives of the individual sites.

REPORT ON RESULTS OF TEACHER WORKING CONDITIONS SURVEY IN CLARK COUNTY SCHOOL DISTRICT

- Mary Ella Holloway, President, Clark County Education Association (CCEA), said the CCEA and the CCSD had collaborated over the last six years to design and create new programs that benefited students. She said the Teaching and Learning Conditions Survey and the Teaching and Learning Conditions Team were developed by the CCSD and the CCEA because there is a connection between working conditions at a school and student performance and teacher retention. She said the Teaching and Learning Conditions Team was able to use the survey results to help school administrators and staffs improve working conditions and student performance. Ms. Holloway said the CCEA was committed to ensuring a quality education for all CCSD students.
- Vikki Courtney, Project Facilitator, Teaching and Learning Conditions Team (TLC), presented a report ([Exhibit F](#)) on how the TLC team used the results of the Teaching and Learning Conditions Survey to assist schools in need of improving school climate.

- Barnett Berry, previously identified in these minutes, conducted a Microsoft PowerPoint presentation titled “Findings from the Clark County NV 2007 Teaching and Learning Conditions Survey” ([Exhibit G](#)). He reviewed the four findings of the survey:
 1. Clark County School District teachers are committed to teaching but seek more support and opportunities to lead;
 2. Novice teachers face pressures both in and out of school that are likely to have an impact on retention;
 3. Educator perceptions of almost every facet of teaching and learning conditions differ, based on school level; and
 4. Teachers and administrators view the world of teaching and learning conditions very differently.

REPORTS ON SCHOOL DISTRICT METHODS OF TEACHER RECRUITMENT

- Melinda Martini, Senior Research Analyst, Research Division, Legislative Counsel Bureau (LCB) reported on the results of the LCB Quick Poll of school districts ([Exhibit H](#)). She said the Quick Poll survey, submitted to all 17 Nevada School Districts, posed seven questions regarding teacher recruitment. She said all of the districts responded.
- Gloria Dopf, previously identified, referred to the document “Teachers-Teachers Nevada Education Recruitment Initiative Year Three Report” ([Exhibit I](#)). She gave a brief overview of the results of the recruitment efforts of Teachers-Teachers.com.
- Michelle Panik, Project Facilitator for the Student to Teacher Enlistment Project Undergraduate Program (STEP UP), CCSD, referred to a document titled “Student to Teacher Enlistment Project Undergraduate Program Overview” ([Exhibit J](#)). She said the program was a partnership between the CCSD, CCEA, the College of Southern Nevada, and the Nevada State College designed to increase the number of local teachers trained and retained in CCSD to help alleviate the teacher shortage. She gave a brief history of the program; listed the CCSD high schools that offered the program; described the courses taken by the students; and said the first group of teachers would complete the program in December of 2008.

REPORT ON TEACHER SIGNING BONUSES PROVIDED PURSUANT TO STATE APPROPRIATIONS (2001-2007)

- Dr. Keith Rheault, previously identified, reviewed a document titled “Excerpts from 2006 Audit Report Regarding Teacher Incentive Programs” ([Exhibit K](#)), and discussed teacher incentive program expenditures for fiscal years (FY) 2002-2005 and the program appropriations for FYs 2006 and 2007.
- Martha Tittle, Chief Human Resources Officer, CCSD, reported on signing bonuses in the CCSD ([Exhibit L](#)). She said the signing bonus program had provided significant support for the recruitment of teachers during a period of a national teacher shortage. A

new teacher survey indicated the signing bonus impacted their decision to accept employment with the CCSD.

REPORT ON GRANT APPLICATIONS OF SCHOOL DISTRICTS FOR PROGRAMS OF INCENTIVE PAY FOR CERTAIN LICENSED EDUCATIONAL PERSONNEL

- Dr. Keith Rheault, previously identified, submitted a packet of information regarding incentives requested by the school districts from the Grant Fund for Incentives for Licensed Education Personnel which was created in Assembly Bill 1 (Chapter 8, *Statutes of Nevada 2007, 23rd Special Session*) ([Exhibit M](#)).

PUBLIC COMMENT

No one came forward for public comment.

ADJOURNMENT

There being no further business to come before the Committee, the meeting was adjourned at 3:27 p.m.

Respectfully submitted,

Maryann Elorreaga
Senior Research Secretary

Carol M. Stonefield,
Supervising Principal Research Analyst

APPROVED BY:

Assemblywoman Bonnie Parnell, Chairwoman

Date: _____

LIST OF EXHIBITS

[Exhibit A](#) is the Meeting Notice and Agenda provided by Carol M. Stonefield, Supervising Principal Research Analyst, Research Division, Legislative Counsel Bureau (LCB).

[Exhibit B](#) is a Microsoft PowerPoint presentation titled “Performance Pay for Nevada’s Teachers,” submitted by Barnett Berry, Founder and President, Center for Teaching Quality.

[Exhibit C](#) is a report titled “Performance-Pay for Teachers—Designing a System that Students Deserve,” submitted by Barnett Berry, Founder and President, Center for Teaching Quality.

[Exhibit D](#) is a chart titled “Performance Pay and Enhanced Compensation Grant Summary Evaluation Report,” submitted by Gloria Dopf, Deputy Superintendent, Office of Instruction, Research and Evaluative Services, Department of Education (DOE).

[Exhibit E](#) is a Microsoft PowerPoint presentation titled “Clark County School District Pay-For-Performance Advisory Board,” submitted by Karlene McC9ormick-Lee, Associate Superintendent of Schools, Clark County School District (CCSD).

[Exhibit F](#) is a report on the results of the Teaching and Learning Conditions Survey, submitted by Vikki Courtney, Project Facilitator, Teaching and Learning Conditions Team.

[Exhibit G](#) is a Microsoft PowerPoint presentation titled “Findings from the Clark County NV 2007 Teaching and Learning Conditions Survey,” submitted by Barnett Berry, Founder and President, Center for Teaching Quality.

[Exhibit H](#) is an LCB Quick Poll survey submitted by Melinda Martini, Senior Research Analyst, Research Division, LCB.

[Exhibit I](#) is a document titled “Teachers-Teachers Nevada Education Recruitment Initiative Year Three Report,” submitted by Gloria Dopf, Deputy Superintendent, Office of Instruction Research and Evaluative Services, DOE.

[Exhibit J](#) is a document titled “Student to Teacher Enlistment Project Undergraduate Program Overview,” submitted by Michelle Panik, Project Facilitator for the Student to Teacher Enlistment Project Undergraduate Program, CCSD.

[Exhibit K](#) is a document titled “Excerpts from 2006 Audit Report Regarding Teacher Incentive Programs,” submitted by Keith W. Rheault, Ph.D., Superintendent of Public Instruction, DOE.

[Exhibit L](#) is a report signing bonuses in the CCSD, submitted by Martha Tittle, Chief Human Resources Officer, CCSD.

[Exhibit M](#) is a packet of information regarding incentives requested by the school districts from the Grant fund for Incentives for Licensed Education Personnel, submitted by Keith W. Rheault, Superintendent of Public Instruction, DOE.

