

**PROPOSED REGULATION OF THE
DEPARTMENT OF EDUCATION**

LCB FILE NO. R120-18I

**The following document is the initial draft regulation proposed
by the agency submitted on 05/21/2018**

Subsection 3 of Section 1: “*The State Board of Education shall adopt regulations as necessary to carry out the provisions of this Section.*”

\$2.5M Incentives for New Teachers (Title I or Underperforming) – Section 1

- Align with other new teacher incentives pursuant to Section 26 of Senate Bill 544 (SB511, 2015)
 - ✓ \$5,000 maximum per teacher
 - ✓ Two lowest possible school ratings on NSPF (if allowable, mirror revisions in SB 544 to allow new special education teachers at any star-ratings school)
 - ✓ Alignment of incentives to “program of performance pay and enhanced compensation for the recruitment and retention of licensed teachers and administrators” pursuant to NRS 391A.450
 - ✓ Professional development provided to teachers by district
- Not subject to negotiations with an employee organization pursuant NRS Chapter 288

\$2.5M Incentives for Transfer Teachers (Title I or Underperforming) – Section 2

- Clarification that “...the Department of Education is to provide incentives for the hiring of...” means that all funds shall be competitively awarded to districts for distribution, rather than to specific educators. (as is the case with SB544 for new teacher incentives)
- Beginning with Spring 2018 transfers for 2018-2019 school year
- Eligibility criteria for transfer teachers:
 - ✓ Applies to full time “classroom teachers” only and not “other licensed educational personnel,” such as counselors, librarians, speech-language pathologists, etc.
 - ✓ Limited to specific grade levels/subject areas based on high-need/hard-to-fill shortage areas
 - ✓ Must be post-probationary (finished with 3rd year) as of year transferring to eligible school
 - ✓ NEPF ratings of Highly Effective or Effective for at least three consecutive years prior to year transferring to eligible school
 - ✓ Fully-state certified in transfer teaching assignment grade level and subject area, with no outstanding provisions on license
- To be determined by districts:
 - ✓ Minimum/maximum award amount per teacher
 - ✓ When distribution of funds would occur. (i.e. signing transfer documents, start of school year, following fall ADA student count staffing adjustments, mid-point of school year, conclusion of school year)
 - ✓ If permissible, allow districts to establish 2-year or 3-year payment timeline to retain teachers, rather than allow for transfer out of eligible school after only 1 year of teaching

- ✓ Other eligibility criteria as determined by local needs
- Alignment of incentives to “program of performance pay and enhanced compensation for the recruitment and retention of licensed teachers and administrators” pursuant to NRS 391A.450
- Not subject to negotiations with employee organizations pursuant to NRS Chapter 288