CLARK COUNTY SCHOOL DISTRICT CRITICAL LABOR SHORTAGE DESIGNATIONS

NRS 286.523(5) provides that the Board of School Trustees shall consider the following criteria in determining whether a position is a position for which there is a critical labor shortage ("CLS"):

- The history of the rate of turnover for the position;
- The number of openings for the position and the number of qualified candidates for those openings after all other efforts of recruitment have been exhausted;
- The length of time the position has been vacant;
- The difficulty in filling the position due to special circumstances, including, without limitation, special educational or experience requirements for the position; and
- The history and success of the efforts to recruit for the position, including, without limitation, advertising, recruitment outside of this State and all other efforts made.

Current enrollment for the 2025-2026 school year declined significantly, and projected enrollment for the 2026-2027 school year continues to reflect a downward trend. As a result, there is now a surplus of employees in the listed positions, and, based on projections, the number of these positions needed in 2026-2027 could decline even further.

Applying current data to the criteria, it is clear that the District should remove its CLS designation for the listed positions. There are currently no vacancies in these positions, and there is no expectation that new positions will become available in the future. Instead, further cuts of positions are more likely due to enrollment projections. Also, there is no anticipated difficulty in filling any positions that do become available. Currently, hundreds of known candidates are eligible to fill these positions.

In summary, while the District continues to experience recruitment challenges in certain specialized, hard-to-fill positions, in the positions listed below, there is no longer a critical labor shortage.

Discussion and possible action on removing the designation of Critical Labor Shortage for the positions listed below for a two-year period from July 1, 2026, through June 30, 2028, is recommended.

Licensed Positions & Position Codes

Elementary K-Grade 5

Position Codes C1000, C1010, C1020, C1030, C1040, and C1050

English Language Arts 7-8 and English HS

Position Codes C3130 and C2130

Elementary Counselors

Position Code C8000