



# NYE COUNTY SCHOOL DISTRICT

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September 17, 2026

Dr. Victor Wakefield, Superintendent of Public Instruction  
Nevada Department of Education  
2080 E. Flamingo Road  
Las Vegas, NV 89119

SUBJECT: Request for Approval to Employ Licensed Teachers Without Subject-Area Endorsements to Address Severe Teacher Shortages (NRS 391.125)

Dear Dr. Wakefield,

Pursuant to Nevada Revised Statute (NRS) 391.125, and following the Nye County School District (NCSD) Board of Trustees' approval on August 20, 2026, I am writing to formally request authorization for NCSD to utilize the employment program established under NRS 391.125 for the 2026–2027 school year and beyond.

Our staffing data confirms a critical shortage of fully-endorsed teachers in several subject areas, particularly in our most remote, rural schools. These locations face unique geographic and logistical challenges in recruiting teachers with specific subject-area endorsements. Without this flexibility, we cannot guarantee that every classroom will be led by a highly qualified, licensed teacher, which directly hinders our ability to meet graduation requirements and ensure equitable educational outcomes.

To mitigate these vacancies, the Board of Trustees requests approval to employ teachers holding a valid Nevada teaching license, even if they currently lack the specific subject-area endorsement.

In accordance with NRS 391.125, we adhere to the following conditions:

- Targeted Use: This authorization will apply only to classrooms and subject areas with documented teacher shortages.
- Professional Standards: All individuals employed under this provision will hold a valid Nevada teaching license.
- Professional Development: Teachers will not remain in an unendorsed subject area for more than three years. During this period, the district will support them in obtaining their formal subject-area endorsements.

This request reflects our commitment to stabilizing instruction in rural schools despite ongoing labor shortages. Implementing this provision allows us to meet immediate student needs while we pursue the long-term goal of fully-endorsed staffing in every classroom. Furthermore, this action will facilitate the statutory reporting process outlined in NRS 391.125(2), providing data to the Commission on Professional Standards to help address systemic shortages.

We respectfully request your prompt approval of this petition to support our rural schools and students. Thank you for your partnership and dedication to the education of all Nevada students.

Sincerely,

Leslie Campos  
President, Board of Trustees  
Nye County School District (NCSD)

CC: Nye County School District Board of Trustees  
Joseph H. Gent, Ed.D., Nye County School District Superintendent  
Executive Director, Nevada Association of School Boards (NASB)  
Executive Director, Nevada Association of School Superintendents (NASS)