



# Clark County School District

## Critical Labor Shortage (CLS) Information

**Designation Period:** 07/01/2026 through 06/30/2028

**Board Meeting Date:** 12/11/2025

The Clark County School District (CCSD) Board of School Trustees approved the designation of the following Critical Labor Shortage (CLS) areas. Per the NVPERS statutory requirements, these designations will be effective from **July 1, 2026, through June 30, 2028**.

### Critical Labor Shortage (CLS) Requirements: NVPERS Retiree Reemployment

- **Retirement Status Before Reemployment**
  - To protect your retirement benefits, please ensure that you do not make any arrangements to return to work until you've fully retired with NVPERS and have received your first retirement check.
  - It's essential to complete your CCSD employment application after receiving your first NVPERS retirement check.
- **Eligible Positions**
  - To qualify as a CLS employee, you need to be hired into a designated CLS position approved by CCSD and NVPERS.
- **Repayment for Early Retirement Incentive Participation:**
  - If you participated in CCSD's Voluntary Early Retirement Incentive Program (VERIP), you will need to arrange to repay any required funds to be eligible for employment in CLS positions. Please reach out to us for assistance with this process at 702-799-0206, Option 1 or email us at [hrretirement@nv.ccsd.net](mailto:hrretirement@nv.ccsd.net).
- **Application Process**
  - Our Talent Acquisition Team is here to help you with any questions during the application process. Please feel free to contact us at 702-799-2992, Option 1.
- **Licensure and Qualifications**
  - Make sure you hold a valid license for the area in which you're applying and have a strong teaching record with satisfactory evaluations.
- **Hiring Location**
  - Please note that while we'll do our best to place you in a familiar position, we cannot guarantee rehiring in the same role or location from which you retired.
- **Changes in Positions**
  - If you are considering transferring to a different position, it's important to check whether it remains eligible under CLS guidelines, as this could impact your retirement benefits.
- **Notification to NVPERS**
  - After accepting a conditional job offer, a NVPERS Retiree Reemployment form will be provided, which you'll need to complete and return. This helps keep NVPERS informed of your employment status.

## **CRITICAL LABOR SHORTAGE (CLS) NRS 286.523**

### **Frequently Asked Questions (FAQs)**

#### **1. How do I become eligible to participate in CLS?**

You are eligible once you are fully retired with NVPERS and have received your first retirement check. For specific requirements based on your date of hire, please refer to our guidelines or contact NVPERS at 702-486-3900.

a) **Regular Members enrolled in NVPERS before January 1, 2010:**

- 5 years, age 65
- 10 years, age 60
- 30 years, at any age

b) **Regular Members enrolled in NVPERS on or after January 1, 2010:**

- 5 years, age 65
- 10 years, age 62
- 30 years, at any age

c) **Regular Members enrolled in NVPERS on or after July 1, 2015:**

- 5 years, age 65
- 10 years, age 62
- 30 years, at age 55
- 33.30 years, at any age

#### **2. How do I apply to return to CCSD?**

a) You may apply through our website at [ccsd.net](http://ccsd.net). If you have questions, our Talent Acquisition Teams are ready to assist you at 702-799-2992, Option 1.

#### **3. Who do I contact for general CCSD CLS questions?**

a) For general CCSD CLS questions, please reach out to CCSD Retirement Services at 702-799-0206, Option 1.

#### **4. Can I qualify under NRS-286.523 if I retire at an earlier age than 60?**

a) Yes, if you retire with at least 30 years or more NVPERS service credit.

b) Or, if you have now reached the age that would have allowed you to retire at an unreduced benefit (For example: 65 years with at least 5 years of NVPERS service credit or 60 years with at least 10 years of NVPERS service credit if hired before January 1, 2010, or 62 years with at least 10 years of NVPERS service credit if hired on or after January 1, 2010. Contact NVPERS to verify.

#### **5. If I retire at 25 years of NVPERS service credit but purchase additional credit, am I eligible?**

a) Yes, you would be eligible at any age if you had at least 30 years of NVPERS service credit and were hired before July 1, 2015. However, District regulation requires that if the district contributed any monies to help you buy that service credit, for any Voluntary Early Retirement Incentive Program, you are required to pay that money back with interest before signing an offer under NRS-286.523.

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- 6. What if I received money through the union for my unused, accumulated sick leave? Do I have to pay that back before I accept an offer under NRS-286.523?**
  - a) No, that money **does not** have to be repaid.
- 7. I am a certified employee who had 150 days of unused sick leave when I left. Would those days be restored when I return?**
  - a) Any unused sick leave over and above 100 days would be restored, provided you are a certified employee who returns to work within 11 years of the date of retirement; however, you **will not** be credited with any days that were bought back under the Negotiated Agreement (see question 5).
  - b) Support Staff/Classified Professionals - Contact Pay Data Services at 702-799-2812, Option 2, for assistance involving sick leave.
  - c) Administrative Personnel - Contact Administrative Services at 702-799-0206, option, 3 for assistance involving sick leave.
- 8. If I have already earned 36 years of NVPERS service credit, can I re-enroll in NVPERS if I return to the District under NRS- 286.523?**
  - a) No, a retired employee who accepts employment in a position eligible for membership may enroll in the NVPERS only if the employee has less than 36 years of service at the time of retirement.
- 9. If I already have 36 years of NVPERS credit and I cannot re-enroll in NVPERS, will the District contribute to Social Security?**
  - a) No, the District does not participate.
- 10. Why is social security paid for substitutes?**
  - a) Substitutes are not employees of the District. They are independent contractors "hired" on a day-to-day basis, as needed.
- 11. Do I have to wait 90 days after I retire to be eligible for employment?**
  - a) Effective January 1, 2019, there should not be any arrangements before receiving your first NVPERS retirement date to return to work for an NVPERS employer. You must wait until after you have received your first retirement check from NVPERS to begin your application if you are seeking a CLS-eligible position with CCSD. This is when NVPERS considers a NVPERS retiree to be officially retired for CLS purposes. If you are applying for a non-CLS position, you must wait 90 days from your NVPERS retirement date to start working.
  - b) Applications started before the NVPERS eligibility dates cannot be considered and may be removed from the CCSD Application system. Please contact NVPERS at 702-486-3900 before beginning your Application for rehire to verify your CLS eligibility status based on your NVPERS retirement and avoid potential delays and issues with your NVPERS pension.
  - c) It's essential to wait until you've received your first NVPERS retirement check before applying for a CLS position.

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**12. Where will I be placed on the salary schedule if I return to work under NRS-286.523?**

a) Your placement on the salary table will be determined by the new hire provisions stipulated in the

Negotiated Agreement in effect at the time of your rehire. You may contact the following departments based on the employee type for salary information.

**Teachers/Certified Employees** - Contact **Licensed Contracting Services** at 702-799-2812, Option 1

**Support Staff/Classified Professionals** - Contact **Pay Data Services** at 702-799-2812, Option 2

**13. Do I retain my seniority with the district?**

a) Based on the provisions of the Negotiated Agreements for each employee group. You may contact the following departments based on the employee type for seniority questions.

**Teachers/Certified Employees** - Contact **Licensed Contracting Services** at 702-799-2812, Option 1

**Support Staff/Classified Professionals** - Contact **Pay Data Services** at 702-799-2812, Option 2

**14. Must I have a valid license before I accept a CLS position?**

a) Yes, you must have a valid license before you report for your first day of work.

**15. Will I be entitled to health insurance under the negotiated agreement if I accept a District offer under NRS-286.523?**

a) Yes, please contact your current health insurance provider for any information regarding how this may affect your retiree health insurance.

**16. How will NVPERS be notified that I have returned to work?**

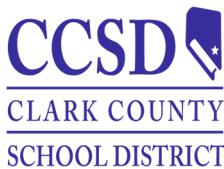
a) You will receive an **NVPERS Retiree Reemployment form** from the appropriate Compensation Team after you have accepted a conditional offer of employment. The form will be pre-filled out. You will need to sign and date the form and return the form to the compensation team as advised. The signed form will be submitted to NVPERS to notify them that you have returned to work. You may contact the following departments based on the employee type for questions.

**Teachers/Certified Employees** - Contact **Licensed Contracting Services** at 702-799-2812, Option 1

**Support Staff Professionals, Substitute, and Temp Employees** - Contact **Pay Data Services** at 702-799-2812, Option 2

**17. If the District purchased One-Fifth Service credits, will this type of purchase of NVPERS service credit need to be repaid?**

a) No, you do not have to repay One-Fifth Service Credit purchases. You may contact Licensed Contracting Services at 702 799-2812, Option 1 if you have any additional questions about this program's eligibility requirements.



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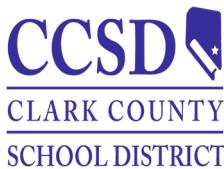
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**IMPORTANT:** Classroom teacher positions must have verifiable student rosters. Information verified throughout the year. Must be a NVPERS retiree who has received their first NVPERS retirement check and who meets the NVPERS criteria for CLS eligibility. Does not include any Facilitator or Strategist Positions.

Licensed Positions & Position Codes		
Job Code	Category	Job Title
C4890	CTE / Business & Industry	Aeronautical Tech
C4000	CTE / Business & Industry	Agri Bus/Natural
C2000	CTE / Business & Industry	Agriculture
C5000A	CTE / Business & Industry	Air Conditioning 9-12
C5300	CTE / Business & Industry	Air Transportation
C4900	CTE / Business & Industry	Architectural Teacher
C5000D	CTE / Business & Industry	Auto Body 9-12
C5000	CTE / Business & Industry	Automotive Svc
C5000H	CTE / Business & Industry	Automotive Technology 9-12
C2430	CTE / Business & Industry	Automotive Technology Teacher
C5768	CTE / Business & Industry	Biomedical
C5020A	CTE / Business & Industry	Brick Masonry 9-12
C2030B	CTE / Business & Industry	Business Law 9-12
C4580	CTE / Business & Industry	Child Care & Guid
C4580A	CTE / Business & Industry	Child Care Assistant 9-12
C4440	CTE / Business & Industry	Commercial Art
C4440A	CTE / Business & Industry	Commercial Design 9-12
C4491	CTE / Business & Industry	Community Health Science
C5330	CTE / Business & Industry	Computer Networking
C5020	CTE / Business & Industry	Construction & Carpentry Teacher
C4740	CTE / Business & Industry	Cosmetology
C2913	CTE / Business & Industry	Criminology Teacher
C5450	CTE / Business & Industry	Criminology Teacher
C2632	CTE / Business & Industry	Cybersecurity Teacher
C5766	CTE / Business & Industry	Dental Assistant
C5012	CTE / Business & Industry	Diesel Technology
C4240	CTE / Business & Industry	Digital Gaming Teacher
C4970	CTE / Business & Industry	Drafting
C4970A	CTE / Business & Industry	Electric/Electrnc Draft 9-12
C4910	CTE / Business & Industry	Electrical Technology Teacher
C5000F	CTE / Business & Industry	Electronic Systems 9-12
C4910A	CTE / Business & Industry	Electronics/Electricity 9-12
C5312	CTE / Business & Industry	EMT Services
C4882	CTE / Business & Industry	Energy Technologies
C2710	CTE / Business & Industry	Engineering
C4940	CTE / Business & Industry	Engineering Technology Teacher
C5507	CTE / Business & Industry	Ethnic Dance



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Job Code	Category	Job Title
C5505	CTE / Business & Industry	Ethnic Music Teacher
C5500	CTE / Business & Industry	Ethnic Music Teacher HS
C2410	CTE / Business & Industry	Family/Cnsumr Sci
C5309	CTE / Business & Industry	Fire Science Teacher
C5580	CTE / Business & Industry	Folklor Dnc 7-12
C5585	CTE / Business & Industry	Folklore Dance Teacher MS
C4630A	CTE / Business & Industry	Food Catering 9-12
C4630	CTE / Business & Industry	Food Services Management Teacher
C5060	CTE / Business & Industry	Graphic Arts Occ
C5061	CTE / Business & Industry	Graphic Design Teacher
C4490	CTE / Business & Industry	Health Occ*
C4610	CTE / Business & Industry	Hme Furn & Equip
C4570	CTE / Business & Industry	Home EC Related*
C4660	CTE / Business & Industry	Hospitality Travel Tourism
C4680	CTE / Business & Industry	Hotel Occupations Teacher
C4201	CTE / Business & Industry	Human and Social Service Teacher
C2420	CTE / Business & Industry	Industrial Arts
C4971	CTE / Business & Industry	Industrial Maintenance Teacher
C5310	CTE / Business & Industry	Law Enforcement Teacher
C5311	CTE / Business & Industry	Law Enforcement Teacher
C4950	CTE / Business & Industry	Manufacturing Teacher
C4951	CTE / Business & Industry	Manufacturing Teacher
C4290	CTE / Business & Industry	Marketing & Distribution Teacher
C5011	CTE / Business & Industry	Mechanical Technology
C4220	CTE / Business & Industry	Media Occupations Teacher
C5700	CTE / Business & Industry	Medical Assistant Technician Teacher
C5320	CTE / Business & Industry	Micro Comp Maint
C5767	CTE / Business & Industry	Nursing Assistant
C5230	CTE / Business & Industry	Occ Ind Arts*
C4040	CTE / Business & Industry	Ornamental Hort
C5761	CTE / Business & Industry	Pharmacy Practice
C5760	CTE / Business & Industry	Pharmacy Technician
C5750	CTE / Business & Industry	Sports Medicine Teacher
C4200	CTE / Business & Industry	Teaching & Training Teacher
C4880	CTE / Business & Industry	Technology Education Teacher
C4460	CTE / Business & Industry	Theater Occupations Teacher
C4450	CTE / Business & Industry	Veterinary Science
C4230	CTE / Business & Industry	Video Production Teacher
C5090A	CTE / Business & Industry	Welding Occupations 9-12
C5090	CTE / Business & Industry	Welding Teacher
C2080	Drivers Education	Driver Ed

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Job Code	Category	Job Title
C1090	Elementary K-5	Combined Grades Teacher
C1094	Elementary K-5	Elementary K-5 Teacher
C1010	Elementary K-5	Grade 1 Teacher
C1020	Elementary K-5	Grade 2 Teacher
C1030	Elementary K-5	Grade 3 Teacher
C1040	Elementary K-5	Grade 4 Teacher
C1050	Elementary K-5	Grade 5 Teacher
C1400	Elementary K-5	Humanities Teacher ES
C1096	Elementary K-5	Intermediate 3-5
C1000	Elementary K-5	Kindergarten Teacher
C1095	Elementary K-5	Primary K-2
C1099	Elementary K-5	Responsible Teach
C1375	Elementary Pre-K	Early Childhood Education Pre-K Teacher
C1305	Elementary Pre-K	Early Childhood Education, Pre-Kindergarten Teacher
C1370	Elementary Pre-K	Title I Pre-K
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C2100	English Language Arts	American Lit
C3120	English Language Arts	Drama/Theater Teacher MS
C2120	English Language Arts	Drama/Theatre
C3126	English Language Arts	Drama/Theatre 6
C3130	English Language Arts	English 7-8 Teacher
C3140	English Language Arts	English Comp 7-8
C2140	English Language Arts	English Composition Teacher
C2160	English Language Arts	English Lit
C2130	English Language Arts	English Teacher
C3136	English Language Arts	English Teacher 6
C2190	English Language Arts	Journ/Publication
C3950	English Language Arts	Publications
C3600	English Language Arts	Reading 7-8
C3606	English Language Arts	Reading Teacher 6
C2600	English Language Arts	Reading Teacher HS
C2230	English Language Arts	Speech/Debate Teacher
C2180	English Language Arts	World/Modern Lit
C2950	English Language Arts	Yearbook
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C3020	Fine Arts	Art
C2021	Fine Arts	Art & Humanities 9-12
C2020H	Fine Arts	Art 9-12
C1100	Fine Arts	Art Teacher - Elem
C2020	Fine Arts	Art Teacher HS
C2020A	Fine Arts	Fine Arts & Humanities 9-12
C2020B	Fine Arts	Photography 9-12



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Job Code	Category	Job Title
C8040	Library K-12	K-12 Library
C2455	Math	Algebra II/Geometry Teacher
C3450	Math	Math 7-8 Teacher
C2466	Math	Math Major Teacher 7-12
C2456	Math	Math Minor Teacher 7-12
C2450	Math	Math Teacher
C3456	Math	Math Teacher (6)
C3470	Math	Math, Algebra 1
C3452	Math	Math, Pre Alg 7-8
C2453	Math	Math/Alg 1
C2460	Math	Trigonometry/Calculus Teacher
C3502	Performing Arts	Band
C2502	Performing Arts	Band Teacher HS
C2505	Performing Arts	Guitar
C3505	Performing Arts	Guitar Teacher
C2500	Performing Arts	Music
C3500	Performing Arts	Music
C1250	Performing Arts	Music Teacher ES
C2504	Performing Arts	Orchestra/Strings Teacher
C3504	Performing Arts	Strings
C2503	Performing Arts	Vocal/Chorus
C3503	Performing Arts	Vocal/Chorus Teacher MS
C2426	Performing Arts	Woods Teacher
C2070	Physical Education / Health / Dance	Dance Teacher HS
C3070	Physical Education / Health / Dance	Dance Teacher MS
C3400	Physical Education / Health / Dance	Health
C2400	Physical Education / Health / Dance	Health Teacher
C2552	Physical Education / Health / Dance	High School Physical Education (Co-Ed) Teacher
C3552	Physical Education / Health / Dance	Middle School Physical Education (Co-Ed) Teacher
C2551	Physical Education / Health / Dance	Physical Ed Girls
C2550	Physical Education / Health / Dance	Physical Education (Boys) Teacher
C3550	Physical Education / Health / Dance	Physical Education (Boys) Teacher
C3551	Physical Education / Health / Dance	Physical Education (Girls) Teacher
C1260	Physical Education / Health / Dance	Physical Education Teacher
C3553	Physical Education / Health / Dance	Physical Education/Health
C2553	Physical Education / Health / Dance	Physical Education/Health -7-12
C2620	R.O.T.C.	Reserve Officers Training Corps (ROTC) Teacher
C2625	R.O.T.C.	ROTC Assistant Teacher

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Job Code	Category	Job Title
C8190	Related Services / Counselors	Audiology K-12
C8079	Related Services / Counselors	Clinical Social Worker
C8000	Related Services / Counselors	Counselor
C8061	Related Services / Counselors	Employee Health Nurse - RN
C8162	Related Services / Counselors	Homebound Sdy
C8010	Related Services / Counselors	K-12 Counselor
C8020	Related Services / Counselors	K-12 Counselor
C8078	Related Services / Counselors	Licensed Clinical Social Worker
C8032	Related Services / Counselors	Magnet Recruit Co
C6053	Related Services / Counselors	OCC/Transitional
C8140	Related Services / Counselors	Occupational Therapist - Half Time
C8300	Related Services / Counselors	Orient/Mobil Spec
C8180	Related Services / Counselors	Phys Therapist
C8060	Related Services / Counselors	School Nurse - Half Time
C8077	Related Services / Counselors	School Police Social Worker
C8070	Related Services / Counselors	School Psychologist
C8080	Related Services / Counselors	Social Worker
C6111	Related Services / Counselors	Spch/Lang ECSE
C6110	Related Services / Counselors	Speech & Language Pathologist
C2651	Science	Applied Biology
C3640	Science	Biological Science
C2640	Science	Biological Science Teacher
C2646	Science	Biological Science Teacher 7-12
C2650	Science	Biology
C2652	Science	Biology 9
C2670	Science	Chemistry
C2680	Science	Earth Science
C2686	Science	Earth Science 7-12 Teacher
C3680	Science	Earth Science Teacher MS
C2811	Science	Forensic Science Teacher
C3746	Science	General Sci 6
C3740	Science	General Science Teacher 7-8
C2750	Science	Geology Teacher
C3806	Science	Life Science Teacher (6)
C3800	Science	Life Science Teacher 7-8
C2630	Science	Physical Science
C2636	Science	Physical Science Teacher 7-12
C3630	Science	Physical Science Teacher 7-8
C2760	Science	Physics
C2770	Science	Physiology

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Job Code	Category	Job Title
C2810	Science	Principle of Science Teacher
C2631	Science	Robotics Teacher
C3631	Science	Robotics Teacher MS
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C3060	Secondary Computers	Computer App
C2060	Secondary Computers	Computer Applications Teacher
C3050	Secondary Computers	Computer Programming/Computer Science Teacher
C3061	Secondary Computers	Computer Science Discoveries
C2061	Secondary Computers	Computer Science Principles
C2050	Secondary Computers	Computer Science Teacher
C4881	Secondary Computers	Introduction to Technology (Cybersecurity) Teacher
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C2860	Social Studies	Ethnic Studies
C2870	Social Studies	Geography
C3870	Social Studies	Geography Teacher
C2880	Social Studies	History Teacher
C3880	Social Studies	History Teacher (7-8)
C3886	Social Studies	History Teacher 6
C2890	Social Studies	Political Science Teacher
C2900	Social Studies	Psychology Teacher
C2840	Social Studies	Social Studies
C3846	Social Studies	Social Studies Teacher 6
C3840	Social Studies	Social Studies Teacher 7-8
C2910	Social Studies	Sociology
C2920	Social Studies	Student Council
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C6000	Special Education	Adapted Physical Education Teacher
C6250	Special Education	American Sign Language Teacher
C6040	Special Education	Autism Teacher ES
C6030	Special Education	Ear Chldhd Sp Ed
C6032	Special Education	Early Childhood Inclusion
C6033	Special Education	Early Childhood Inclusion/Early Childhood Special Education Teacher
C6030C	Special Education	Early Childhood Special Education Teacher
C6041	Special Education	ECSE Autism-KIDS
C6030N	Special Education	ECSE-Co-Nvr
C6030P	Special Education	ECSE-Co-Pcfp
C6030T	Special Education	ECSE-Co-Title Teacher
C6051	Special Education	Gen RR HS
C6052	Special Education	Gen RR MS
C6050	Special Education	General Resource Teacher
C6320	Special Education	K-12 Functional Life Skills Teacher
C6055	Special Education	K-12 General Resource Teacher

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Job Code	Category	Job Title
C6330	Special Education	K-12 Life Skills (LIF)
C6090	Special Education	K-12 Social/Emotional Teaching and Reinforcement (STAR)
C6072	Special Education	K-12 Specialized Diversely Challenged Teacher
C6070	Special Education	K-12 Specialized Learning Disabled Teacher
C6075	Special Education	SDC-LD
C8135	Special Education	Special Education Behavior Mentor
C8132	Special Education	Special Education Itinerant Specialist
C6321	Special Education	Sped Found Skills
C6322	Special Education	Sped Found Skills
C6324	Special Education	Sped Found Skills
C6331	Special Education	Sped Life Skills
C6332	Special Education	Sped Life Skills
C6010	Special Education	Teacher of the Deaf
C6120	Special Education	Teacher of the Visually Impaired
C8091	TESL (ELAD)	English Language Learner Specialist
C3265	TESL (ELAD)	TESL English 6 Teacher
C2261	TESL (ELAD)	TESL English Teacher
C3261	TESL (ELAD)	TESL English Teacher MS
C2265	TESL (ELAD)	TESL Intervention Teacher
C3266	TESL (ELAD)	TESL Math 6
C3260	TESL (ELAD)	TESL Read 7-8
C2260	TESL (ELAD)	TESL Read 9-12
C2263	TESL (ELAD)	TESL Science Teacher
C1120	TESL (ELAD)	TESL, Elem
C2262	TESL (ELAD)	TESL, Math
C2266	TESL (ELAD)	TESL, Soc Std HS
C2264	TESL (ELAD)	TESL, Social Stdy
C3310	World Language	Chinese 6-8
C2310	World Language	Chinese Teacher
C2320	World Language	French Teacher
C3320	World Language	French Teacher (7-8)
C2330	World Language	German Teacher
C2340	World Language	Italian
C2350	World Language	Japanese Teacher
C2360	World Language	Latin
C2370	World Language	Russian
C2380	World Language	Spanish
C3380	World Language	Spanish 7
C3385	World Language	Spanish I Teacher 8
C3386	World Language	Spanish Teacher (6)



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Licensed Substitute Positions & Position Codes		
Job Code	Category	Job Title
C8100	Substitute Teacher	Substitute Teacher / Substitute Guest Teacher

Support Staff Positions & Position Codes		
Job Code	Category	Job Title
N2098	Business and Finance	Claims Manager - Risk Management
N2097	Business and Finance	RSK Con/Saft Mgr
N2113	Business and Finance	Senior Risk Services Analyst - Risk Management
N4248	Paraprofessional	Bilingual Translator/Interpreter - English Learner Division
N4240	Paraprofessional	Educational Interpreter I
N4241	Paraprofessional	Educational Interpreter II - Interpreting Services
N4242	Paraprofessional	Educational Interpreter III - Interpreting Services Dept.
N4230	Paraprofessional	Safe Routes to School - K-12 School/Community Liaison - Engagement and Events
N0100	Paraprofessional	School Aide
N0161	Paraprofessional	Sign Language Aide
N0166	Paraprofessional	Special Schools -Title I Specialized Programs Teacher Assistant III - Variety ES
N0162	Paraprofessional	Specialized Programs Teacher Assistant
N4273	Paraprofessional	TI IA III LRE S-F
N0198	Paraprofessional	TI Ins Asst III
N0199	Paraprofessional	TI Inst Asst III
N0201	Paraprofessional	TI Inst Asst III - Bilingual
N0158	Paraprofessional	TI Sp Prog TA III
N0182	Paraprofessional	Title I Sign Language Aide III
N8190	Service / Operations	Gardener I
N8200	Service / Operations	Gardener II
N8201	Service / Operations	Gardener III - Landscaping and Grounds Department
N7000	Skilled Trades	Boiler Equipment Technician
N7200	Skilled Trades	Control Systems Technician - Sustainability Svcs
N7010	Skilled Trades	Electrician - Maintenance Department
N7211	Skilled Trades	EMS & Comm Supvr
N7204	Skilled Trades	Energy Management Specialist - Sustainability Svcs
N7205	Skilled Trades	Energy Management Tech I - Sustainability Svcs
N7206	Skilled Trades	Energy Mngt Technician II
N7105	Skilled Trades	Fire Alarm Technician - Maintenance Department
N7031	Skilled Trades	Fire Sprinkler Technician - Maintenance Department
N7590	Skilled Trades	Hardware/Locksmith Supervisor - Maintenance Department
N7400	Skilled Trades	HVACR Techn II



## Clark County School District Critical Labor Shortage (CLS) Information

**Designation Period:** 07/01/2026 through 06/30/2028

**Board Meeting Date:** 12/11/2025

Job Code	Category	Job Title
N7035	Skilled Trades	HVACR Technician - Entry-Level - Maintenance Department
N7040	Skilled Trades	HVACR Technician I - Maintenance Department
N7100	Skilled Trades	Intrusion Alarm Technician - Security Systems
N7070	Skilled Trades	Locksmith - Maintenance Department
N7034	Skilled Trades	Plumber - Entry-Level - Maintenance Department
N7030	Skilled Trades	Plumber - Maintenance Department
N7220	Skilled Trades	Roofer - Maintenance Department
N7230	Skilled Trades	Water Treatment Technician - Maintenance Department
N7251	Skilled Trades	Welder - Ent Lvl
N7250	Skilled Trades	Welder - Sustainability Svcs
N6100	Transportation	Bus Driver
N6105	Transportation	Bus Drvr - Entry - Level (Temporary Position)
N6110	Transportation	Spec Ed Bus Driver