



# NYE COUNTY SCHOOL DISTRICT

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Michelle “Chelle” Wright, PHR - Director of HR

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**Date:** January 15, 2026  
**To:** Board of Trustees  
**From:** Michelle “Chelle” Wright, Director of Human Resources  
**Subject:** Critical Labor Shortage Request – K-12 School Administrator

### Recommendation

That the Board of Trustees approve to designate a critical labor shortage in K-12 School Administrator positions, including Principal, Assistant Principal, and Dean, and allow applications from retired employees to fill the positions, as permitted under NRS 286.523.

### Background Information

Currently, we have a need for two (2) K-12 School Administrators for the 2025-2026 school year and one (1) K-12 School Administrator for the 2026-2027 school year. This is an area of concern, as we strive to ensure that all sites are supported by a certified, licensed K-12 School Administrator(s), particularly in our northern, rural communities.

If the Board approves the critical shortage areas requested, it allows retired employees to return to work for the District as full-time employees and receive their salary, while retaining their ability to draw on their retirement from PERS. This is a great benefit to a retiree, and allows the District to employ an experienced employee in a hard-to-fill position without requiring additional funding.

### Budget Considerations

N/A

### Attachment(s)

NRS 286.523 Critical Needs Law  
Critical Needs Position Designation Forms:  
K-12 School Administrator