



NYE COUNTY SCHOOL DISTRICT

484 S WEST STREET • PAHRUMP, NEVADA 89048 • TELEPHONE (775) 727-7743 • FAX (775) 727-7768

EXECUTIVE CABINET

Joseph H. Gent, Ed.D. - Superintendent
Laura Weir - Assistant Superintendent
Genoveva Lopez-Angelo - Assistant Superintendent
Ray Ritchie - Chief Operating Officer

BOARD OF TRUSTEES

Bryan Wulfenstein – President
Nathan Gent - Vice President
Larry Small – Clerk
Leslie Campos
Chelsy Fischer
Chelsea Silva
Robert White

MEMORANDUM

TO: NCS D Board of Trustees
FROM: Michelle “Chelle” Wright, PHR, Director of Human Resources
DATE: December 12, 2024
RE: PERS Critical Needs Hires for Designated Positions

Please allow this memorandum to serve as an update to the BOT regarding positions designated as PERS Critical Needs, and the number of employees hired for these roles through these designations, beginning with the 2021-2022 school year.

Currently, eleven (11) certified position types, bus driver positions, and substitute teacher and substitute support staff roles are designated as PERS Critical Needs, based on the approval of the BOT and acceptance by NV PERS. Substitute administrator will be submitted for designation after this meeting:

BOT Approved Critical Needs Subjects	BOT Approval Date	PERS Acceptance	Renewal Date
Early Childhood (Pre-K) Teacher	5/2024	Yes	5/2026
Elementary Education Teacher	6/2023	Yes	6/2025
Physical Education Teacher (K-12)	6/2023	Yes	6/2025
School Counselor	6/2023	Yes	6/2025
School Psychologist	5/2024	Yes	5/2026
Secondary CTE Teacher	5/2024	Yes	5/2026
Secondary English Language Arts Teacher	5/2024	Yes	5/2026
Secondary Math Teacher	6/2023	Yes	6/2025
Secondary Science Teacher	6/2023	Yes	6/2025
Special Education Teacher (K-12)	6/2023	Yes	6/2025
Speech Language Pathologist (SLP)	5/2024	Yes	5/2026
Bus Driver	5/2024	Yes	5/2026
Substitute Teacher & Substitute Support Staff (Various roles)	10/2023	Yes	10/2025
Substitute Administrator	12/2024	TBD	TBD

The PERS Critical Needs designation for these position types allows retired employees to return to work for the district as regular employees or substitutes with no hours limit, and receive their salary and benefits, 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 experienced employees in hard-to-fill positions without requiring additional funding. This also provides another option to lessen the need for long-term substitutes and the costly expense of having to hire independent contractors to provide services to our students.

Several Critical Needs hires have been made since the onset of the program in 2021:

2021-2022: Five (5) teachers hired

2022-2023: Four (4) teachers hired

2023-2024: Ten (10) teachers & one (1) school psychologist hired

2024-2025: Two (2) teachers and five (5) substitutes hired

Of the 27 PERS Critical Needs hires made between 2021 and now, 21 are currently active employees, five (5) of which retired from school districts outside Nye County. This program has helped to fill hard-to-fill positions in all but three (3) of our communities.

Thank you for your continued support of this program.