

Lyon County School District Board Memo

Date: October 27, 2026

To: Board of School Trustees

From: Rachel Stewart, Executive Director of Special Services

Re: Special Services Contracts

Recommendation:

At the discretion of the Board.

Background Information:

Trustee Whistler requested a presentation regarding the contracted specialized services with Lyon County School District via email on September 28, 2026.

Description of Operations and Procedures:

The Lyon County School District (LCSD) is dedicated to ensuring that every student, including those with disabilities, receives a high-quality education tailored to their unique strengths and needs. The goal of District administration is to hire a qualified professional educator whenever there is justification for a full-time FTE. However, to fulfill our legal, educational, and ethical responsibilities, LCSD periodically contracts with external specialized companies to deliver key special education and related services. The district maintains a fundamental fiduciary responsibility to our taxpayers to deliver these required student services in a cost-efficient manner, and contracting specialized services meets that standard.

Here is how that process typically unfolds:

1. **Programmatic Student Need Review:** Before a new special services position is created, the Special Services Department conducts an in-depth review of actual student IEP requirements, enrollment counts, and instructional needs across the District. This process includes evaluating the direct and indirect service hours required. When an existing specialized certified staff vacancy occurs, this process may occur simultaneously with the initial vacancy posting in order to save time.
2. **Initial Vacancy Posting:** When a specialized certified staff position vacancy occurs (or a new one is required based on IEPs/student counts), the Human Resources Department routinely posts the full-time vacancy on the District website per policy and CBA requirements to attract qualified candidates.
3. **Professional Certified Positions:** Under District certified work agreements (LCEA CBA), a standard full-time teaching position requires 7.5 hours per day (37.5 hours per week) which equates to full-time or 1.0 FTE. The goal of District administration is to hire a qualified professional educator whenever there is justification for a full-time FTE. However, the programmatic student need review may determine that services are required on a less than full-time basis. Rarely, if ever, are the required needs exactly half-time or equate to a .5 FTE.
4. **Transition to Specialized Contracted Services:** To ensure students receive their required instructional services, it is sometimes necessary to secure contracted services through reputable special service providers. This must occur to meet the needs of IEPs whenever the District is unable to secure a qualified full-time employee, or when the required student services do not equate to a full-time FTE.

***Mission Statement** Lyon County School District fosters learning for life, empowers connected learners, promotes student ownership, and encourages discovery learning for success in a rapidly evolving world.*

NRS, CBA, Board Policy Review and Compliance

Before proceeding with the posting of a position or securing specialized contracted services, District administration reviews and ensures compliance with established federal/state laws, board policies, and applicable CBAs. In the case of a specialized certified position or contracted services, the following apply:

1. Board Policy GABE (Posting of Position Openings)

Policy GABE establishes how positions are advertised and filled across the District. It distinguishes between regular employee appointments and temporary or casual staffing:

- Regular Employees: Full-time regular employee appointments are submitted to the Board of Trustees for official approval upon the Superintendent's recommendation.
- Casual, Temporary, & Part-Time Staffing: Policy GABE explicitly authorizes the Superintendent or designee to employ substitutes, casual, temporary, and part-time personnel as needed to maintain operational continuity.

1. Board Policy GCA (Casual/Temporary/Seasonal Employment)

Policy GCA establishes how casual, temporary, and seasonal positions are secured by the Superintendent or designee, and that these positions are hired at-will with no right or expectation of continued employment. Contracted specialized services are an example of casual employment.

2. Board Policy IICE (Services Provided to Students by Outside Entities)

Policy IICE provides clear guidelines when contracted specialized service providers deliver educational or related services to District students. The policy specifically recognizes that specialized student needs may require external partnerships:

"From time to time, certain instructional/educational... support, and/or related services needs may be identified for a particular student that requires the LCSD to hire or contract with additional staff or entities to meet that need. In such situations, the LCSD may... contract with an outside entity for the provision of those educational services."

Contracted specialized service providers are properly vetted, licensed, insured, and background-checked under Nevada law and LCSD board policy.

3. Lyon County Education Association Collective Bargaining Agreement

The LCEA CBA, specifically Article X, contains provisions outlining the certified positions and the manner in which District determined vacancies are to be filled.

4. Managerial Efficiency Rights & Authority per NRS

Under Nevada Revised Statutes (NRS 288.150(3)) the local government employer (e.g. Lyon County School District) retains the exclusive right to determine appropriate staffing levels and the means and methods by which educational services are delivered. This includes, but is not limited to, determining when and if a position is warranted or when a vacancy exists and how the position or vacancy is to be classified (e.g. full-time, part-time, casual, temporary, seasonal, etc.).

Example Financial Analysis and Cost Comparison: Contract vs. LCSD Employee

Recent Professional Service Contracting Example:

Savings Under Contract	Employee	Contract	Savings	Percent
Full-Time Employee vs. 30-Hour Contract	\$144,469.18	\$93,480.00	\$50,989.18	35.3%
25-Hour Employee vs. 25-Hour Contract	\$101,103.85	\$77,900.00	\$23,203.85	23.0%
2025-26 Previous Employee vs. 30-Hour Contract	\$137,666.31	\$93,480.00	\$44,186.31	32.1%

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Current LCSD Specialized Service Contracted Staffing

LCSD has entered into a multitude of specialized service contracts with various service providers. Some of those service providers include but are not limited to: Advanced Child Behavior Solutions, Braille Abilities, Connections, Maxim HealthCare, Presence, ProCare Therapy, Silver State Sign Language, Soliant, Speaking with Smiles, and Wild Roots Occupational Therapy. The amount paid in each contract is negotiated and differs from provider to provider and can change based on the demand for services. Some are based on an hourly rate while others are based on a set amount for a period of time. All contracts are in compliance with LCSD Board Policy IICE.

As of 10/8/26, LCSD has secured 28 specialized contractors:

- 16 Speech-Language Pathologists (SLP)
- 4 Occupational Therapists (OT)
- 3 Board Certified Behavior Analysts (BCBA)
- 1 School Psychologist
- 1 Visually Impaired Teacher
- 1 Orientation / Mobility Specialist
- 1 Deaf and Hard of Hearing Teacher
- 1 Skilled Nurse
- 1 Sign Language Interpreter

Budget Considerations:

None

Discussed at Previous Meeting:

N/A

Attachment(s):

Current LCSD Certified Vacancies

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