

Lyon County School District Board Memo

Date: October 27, 2026

To: Board of School Trustees

From: Tim Logan, Superintendent

Re: Lyon CSD Extended Superintendent Employment Contract

Recommendation:

That the Board of Trustees approve the proposed employment contract extension for the superintendent (Tim Logan) effective from July 1, 2027 through June 30, 2029.

Background Information:

The Superintendent's current three-year contract ends on June 30, 2027. The proposed extension is for two years, beginning July 1, 2027, and ending June 30, 2029, with all terms remaining unchanged except for the contract dates and duration. No salary increase is requested, despite the cost-of-living adjustments granted to all district employees during the biennium, the Superintendent's positive evaluations, and the three years of experience gained during the initial term. The Superintendent's current annual salary of \$235,000 would remain in place throughout the two-year renewal. This extension is proposed following career and forward-looking conversations with district leadership and the Executive Cabinet.

The value of this continuity is best understood against the statewide picture. Since October 2023, twelve of Nevada's seventeen county school districts have appointed a new superintendent, fourteen permanent appointments in all, with Washoe and Storey each turning over twice in that period. As of this fall, nine of the seventeen districts are led by a superintendent with less than eighteen months in the role, and only five have had the same leader for the full three years. By the end of the current contract, Superintendent Logan will have completed a full three-year term, preceded by six years as Deputy Superintendent and three as Human Resources Director, placing Lyon County among the most stable districts in the state at a time when national research ties repeated leadership changes to measurable losses in student achievement. Retaining an experienced superintendent at the current salary avoids the cost, disruption, and uncertainty of a search and preserves institutional knowledge the district has built over decades.

The attached AASA 2025–2026 Superintendent Salary & Benefit Study reports a national median salary of \$227,000 and a 75th-percentile salary of \$260,000 for districts serving 5,000 to 9,999 students. With Lyon County School District's enrollment near the upper end of that category, the current salary falls well within the national range reported for similarly sized districts. This renewal proposal is presented with the understanding that the Board and Superintendent will proceed without contract negotiations. Should negotiations occur, salary and other contract terms would be open for discussion and potential revision.

Budget Considerations:

No changes in the current budget compared to the 2026-2027 school year.

***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.*

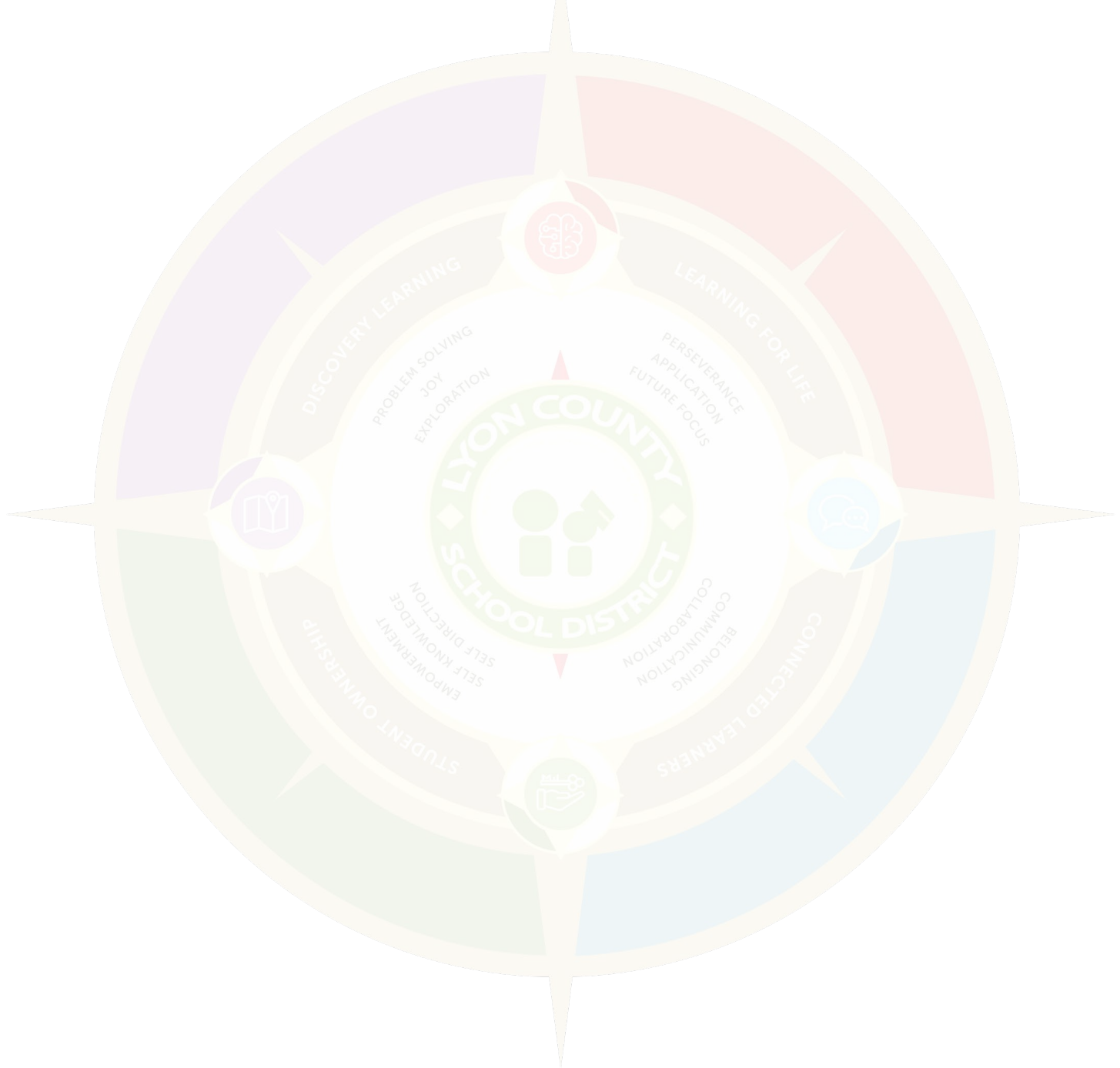
Discussed at Previous Meeting:

N/A

Attachment(s):

T. Logan LCSD Superintendent Employment Contract 2027-2029

AASA 2025-2026 Superintendent Salary & Benefits Study



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