# Lyon County School District
# Board Memo

**Date:** November 17, 2026

**To:** Board of School Trustees

**From:** BillieJo Hogan, Executive Director of Human Resources

**Re:** 2026-27 Staff Recruiting and Retention Plan

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**Recommendation:**
That the Board of Trustees approve the 2026-27 Staff Recruiting and Retention Plan.

**Background Information:**
Please find below information regarding LCSD's 2026-2027 Recruiting Plan in an attempt to secure high-quality talent for the 2026-2027 school year. The competitive market for educators will continue to impact our ability to attract and hire high-performing individuals. LCSD's recruiting strategy includes attracting and hiring top talent for our positions before neighboring districts consume the best graduating talent. We intend to seek high-quality teachers both locally and in neighboring states. We want to begin this work early, market ourselves as a premier school district, and share the advantages LCSD has to offer over other school districts. We will continue with our campaign to tell our story: Small Towns, Big Hearts.

LCSD Board Policies, which guide our recruitment and hiring efforts, include the following: GABE Posting of Position Openings
GDB Fair Employment Practices
GD Recruitment, Selection & Appointment of Licensed Personnel
GDA Certification

LCSD utilizes social media and electronic means of recruiting as candidates use more technology to seek jobs such as Handshake and LinkedIn which most colleges and universities prevalently use. We will continue to recruit candidates for all of our positions with our recruiting slogan: Lyon County School District – Small Towns, Big Hearts.

Below is a list of resources used for recruitment:

1. LCSD website. The HR Administrative Assistant updates our positions regularly and works closely with principals to maintain our open requisitions.
2. Teachers-Teachers website. This site allows us to post our open positions to teachers globally.
3. K-12 Jobspot: Another recruiting website dedicated to teaching and other certified jobs.
4. Education Week Top School jobs website. This is another online teacher job board that has extensive reach across the country and pushes job postings out to other social media sites. $3,650/year.

5. LCSD social media accounts. The Communications and Public Relations Officer for LCSD manages these accounts and posts our positions periodically. The Executive Director of Human Resources also interacts with this account to source candidates, as well as our Talent Management Data Analyst.
6. Indeed postings and sponsoring ads: $4,700
7. Reno Media Group - Radio advertisements, traffic sponsorships =$1,500 (for specialized positions)
8. TV Channel KRXI, KRNV, and targeted connected TV streaming= $5,280 (for specialized positions)
9. University Contacts. We have established contacts with several universities, including UNR, Sierra Nevada College (UNR), University of Nevada Las Vegas (UNLV), University of Phoenix, Grand Canyon University, Utah State University, Brigham Young University, University of Montana, Chico State University, Sacramento State University, National University, Western Governors University, Nevada State College, Montana Western, Fort Hayes State University and Touro University. We also partner with Alternative Route to Licensure providers such as iTeach, Grand Canyon University, Western Governors, and Teachers of Tomorrow to bring in those mid-career candidates who have a bachelor's degree and an interest in teaching.
10. Career Fairs - As a means to get the LCSD on the map to bring in new staff, utilizing every avenue we can is key. The following are the recruiting fairs we attended in the spring of 2026.
    - Logan & Provo Utah job fair
    - UNR
    - Southern Utah University & Utah Tech
    - CSU, Chico, CA
    - University of Nevada Reno
    - Lyon County HS job fairs
    - EmployNV Public Sector Job Fair

    We are currently looking to register for the following career fairs in the spring of 2027: Chico State, Southern Utah University, Utah Tech, University of Nevada Reno, Eastern Washington, and Montana State.

<u>Other Recruiting Efforts:</u>

- Partnership with WNC - college course to earn AA by the time of HS graduation
- Critical Needs - contract, benefits
- Internships
- Grow Your Own

<u>Additional plans for recruiting and retaining high-level talent in LCSD include the following:</u>
Our educators are the heart of our schools, pouring their passion, dedication, and talent into nurturing our students every single day. We extend our sincere gratitude to the LCSD Board of Trustees for approving an additional employer contribution of 35% toward coverage for spouses, children, and families, which strongly highlights the value we place on our staff. Additionally, the district provides funds toward an HSA for employees who select a high-deductible health plan. We want these benefits to send a clear message: we deeply value and care for our employees, and our priority is retaining our incredible team. We remain committed to fostering a culture that not only attracts top-tier educators but also supports them in thriving and growing with us. Investing in our staff is a direct investment in our students, our schools, and the future of our community.

1. Request the LCSD Board of Trustees to approve a $1,000 Early Notification Incentive to any licensed employee who is not returning in 2027-2028. The notification deadline to the LCSD HR Department

traditionally takes place the first week of February. This allows us to know what positions will be open for early recruitment and attempt to secure high-quality talent before other districts. Staff that took advantage of the Early Notification consisted of 2 school administrators and 17 teachers - 12 of whom were retiring, 3 resigning, and 2 relocating closer to family or out of state.

2. Promote the AB 483 Performance Pay and Enhanced Compensation Plan, which includes a $3000 bonus to all qualifying CLS, SED, ECE, autism, and resource teachers. These positions continue to be the most difficult to fill in LCSD as well as across the country.
3. Designate at approximately 7 teacher positions as LCSD Intern positions. These positions will be filled by student teachers who will be compensated and will receive ongoing mentor support. These interns will be selected based on an application process, and will hopefully attract new teachers to LCSD. Currently, we have 10 interns working for us who intend to apply for full-time jobs when they graduate.
4. Continue collecting trend data to closely monitor the following:
   a. Track where applicants are coming from (job fairs, universities, LCSD website, job boards, websites, etc.).
   b. Identify what positions are most frequently replaced
   c. Closely monitor neighboring districts' and states' salaries and benefits, in comparison to LCSD's
5. Provide Applicants with advantages of joining LCSD as their preferred employer: (competitive salaries; full experience given for salary placement, lower cost of living; no state income tax; PERS retirement; location to the Sierra's, Lake Tahoe, and bay area; progressive with NV Academic Content Standards units & assessments; 21st Century learning emphasis; learning-focused with multiple professional learning opportunities; supportive principals and staff; collaborative schools and district, Portrait of a Learner student-centered district, etc.)
6. Grow Your Own (GYO) program: The district implemented a GYO program to encourage current classified staff and active substitute teachers to become teachers. We now have had 15 cohorts of candidates who received the financial and mentoring support to reach their dreams and teach with Lyon County School District. The recipients agree to teach in LCSD for at least three years, although many have already indicated they have no intention to leave. This teacher pipeline initiative has been our best return on investment and has created a pathway into education for our staff and boosted morale by showing that we care about our employees and their careers. We started this program in 2021 and have 42 graduates who are teaching for us now! GYO scholars receive $1,000 stipend while on leave of absence for their unpaid student teaching and continuation of health insurance benefits.
7. Secure Access Perks, for $2,750/year, an employee discount network offering employees discounted rates in various categories: Automotive, Car Rental, Dining & Food, Health & Beauty, Home & Garden, Hotel, Services, Shopping, Travel (Private Booking Engine), Condos and Resorts, Cruise, Entertainment & Recreation, Golf, Movies, Ski and Snowboard.
8. Continue the additional experience per policy GDH Teaching Experience Credit, to bring more experienced teachers to LCSD, and a retention tool to keep our experienced teachers here. This continues to be a new and innovative recruitment approach to provide more competitive salaries to teachers.
9. Employee Referral Program – This program is a win-win for LCSD and staff. It is both a recruiting and retention strategy that pays a referral incentive to employees to refer a new employee to the district who maintains successful employment. Employees earn $1000 for each new employee hired who has a satisfactory evaluation in six months.
10. Continue to seek retirees to return to teach through the critical labor shortage provision. This year we have 25 teachers return to teach under critical needs.

**Budget Considerations:**

- Estimated $15,000 - Recruiting Fair Entry fees, recruiting swag, and travel (may be used for virtual job fairs where no travel is needed)
- Estimated $20,000 – online recruiting, job posts and social media recruiting (total of the above)
- Access perks for employees - $2,500
- Estimated $10,000 – Grow Your Own stipends
- Estimated $20,000 - $1,000 Early Notification Incentive.

**Attachment(s):**
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