

Lyon County School District Board Memo

Date: April 28, 2026
To: Board of School Trustees
From: BillieJo Hogan, Executive Director of Human Resources
Re: Critical Labor Shortage Designation Requests for the 2026-27 and 2027-28 School Years

Recommendation

That the Board of Trustees approve to designate a critical labor shortage for Elementary Teachers, Special Education Teachers, Occupational Therapists, Speech Pathologist/Therapists, School Nurses/Licensed Practical Nurses/Health Aides, Secondary Teachers, Paraprofessionals, School Counselors, Custodians/Maintenance, Interventionists, and Classified Instructors/Specialists effective June 25, 2026 to allow applications from retired employees to fill the positions as permitted under NRS 286.523.

Background Information

Staff is recommending approval for the following positions listed above to be designated as a critical labor shortage for 2026- 2028. History has shown that we typically must use long-term substitutes or hire independent contractors to fill these positions due to the fact that there are diminishing qualified candidates available. According to NRS 286.523 a school board may deem a position as a critical labor shortage, therefore allowing the district to employ former retirees to work in a one-year position.

If the Board approves the critical labor shortage areas requested, it allows retired employees to return to work for the District as a regular employee and receive all of their benefits and salary while still retaining their ability to draw on their retirement from PERS. Although this is a great benefit to a retiree, it does not require any additional funding from the District to maintain a retiree for an additional year. The benefit to the District is that the District is able to employ an experienced licensed teacher in a hard-to-fill position and a retired classified employee in a hard-to-fill position without any added cost to the District. This helps the District to have a licensed teacher in the classroom and classified employees to support students and avoid having to use long-term substitutes. It also saves the District the costly expense of having to hire independent contractors to provide services to our students. The process to hire a retiree under the critical labor provision is that we must exhaust all avenues of recruiting and hiring prior to allowing a retired employee to work in a critical labor shortage position.

Critical Needs educators are experienced, highly qualified professionals who are essential in LCSD to stabilize staffing and ensure continuity of instruction in hard-to-fill areas. Currently, the District has 26 certified staff and 5 classified staff serving in PERS-designated Critical Needs positions. This is an addition to the 38 long-term substitute teachers serving in open positions. The need is there.

Critical Needs, Long-Term Substitutes in Open Positions (LTSOP), and vacancies resulting from resignations and retirements are posted in early March. However, Critical Needs employees are not eligible to be hired until June 1, leaving available positions open for approximately three months before Critical Needs candidates can be considered.

Critical Needs position designations are valid for two (2) years. At the conclusion of the designation period, a new application must be completed and approved by the Board, then accepted by PERS to continue the designation

Budget Considerations

N/A

Discussed at Previous Meeting

May 28, 2024

Attachment(s)

- NRS 286.523 Critical Needs Law
- Critical Need Position Designation Form Elementary Education Teachers
- Critical Need Position Designation Form Special Education Teachers
- Critical Need Position Designation Form Occupational Therapists
- Critical Need Position Designation Form Physical Therapists
- Critical Need Position Designation Form Speech Pathologist/Therapists
- Critical Need Position Designation Form School Nurse/Health Aide/LPN
- Critical Need Position Designation Form Secondary Education Teachers
- Critical Need Position Designation Form Paraprofessionals
- Critical Need Position Designation Form School Counselors
- Critical Need Position Designation Form Interventionists
- Critical Need Position Designation Form Maintenance/Custodians
- Critical Need Position Designation Form Classified Instructors/Specialists

