



NYE COUNTY SCHOOL DISTRICT

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Date: October 16, 2025
To: Board of Trustees
From: Michelle "Chelle" Wright, Director of Human Resources
Subject: Critical Labor Shortage Request – Substitute Teacher and Substitute Support Staff

Recommendation

That the Board of Trustees approve to designate a critical labor shortage in Substitute Teacher and Substitute Support Staff positions, and allow applications from retired employees to fill the positions, as permitted under NRS 286.523.

Background Information

Currently, we have 231 substitutes, which includes both the northern schools and southern schools. Approximately 84 of these substitutes serve as substitute teachers, and several of them have been placed in long-term positions, in an effort to fill remaining vacancies. While this is a great step toward filling our vacancies, it decreases the number of subs available on a daily basis. The ability to utilize substitutes to fill these roles is imperative to help the District provide necessary staffing within our schools. We have over 50 retirees who have retired over the past two years, including certified and classified employees, who would be eligible to return as substitutes in various roles.

Substitute Support Staff roles include Substitute Bus Driver, Substitute Bus Aide, Substitute Bus Monitor, Substitute Campus Monitor, Substitute Clerical Aide/Secretary, Substitute Computer Technician, Substitute Custodian, Substitute Food Service, Substitute Health Aide/LPN, Substitute Interpreter, Substitute Library Aide, Substitute Lunch Aide, Substitute Paraprofessional/Classroom Aide, and Substitute Translator.

If the Board approves the critical shortage area requested, it allows a retired employee to return to work for the District as a substitute and receive their salary, 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 an experienced employee in a hard-to-fill position without requiring additional funding.

Budget Considerations

N/A

Attachment(s)

NRS 286.523 Critical Needs Law
Critical Needs Position Designation Forms:
Substitute Teacher and Substitute Support Staff