

# Lyon County School District Board Memo

**Date:** March 24, 2026  
**To:** Board of School Trustees  
**From:** BillieJo Hogan, Executive Director of Human Resources  
**Re:** Revisions to LCSD Board Policy GCA: Casual/Temporary/Seasonal Employment

## **Recommendation**

That the Board of Trustees approve revisions to LCSD Board Policy GCA: Casual/Temporary/Seasonal Employment as a second and final reading.

## **Background Information**

Updating the LCSD policies to reflect the recommended changes keeps us in good standing with the insurance pool and mitigates our risk and liability. Please note that POOL/PACT expects school districts to adapt their recommended changes to meet the specific needs of the district, so long as the adaptations are consistent with the new NRS and federal employment laws. Therefore, the recommended changes from district administration may not match word for word with POOL/PACT's recommended language.

The updates to policy GCA Casual, Temporary, Seasonal Employment - clarifying language that this is "at will" employment, and no credit will be given for the experience.

- No credit **for the time worked in the casual/temporary/seasonal position** given toward completion of a probationary period or the accrual of benefits for the time an employee was hired for. (examples: long-term subs, student workers, coaching, extra duty contracts)

## **Budget Considerations**

None

## **Discussed at Previous Meeting**

February 24, 2026

## **Attachment(s)**

Lyon County School District Board Policy GCA: Casual/Temporary/Seasonal Employment