Lyon County School District

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MEMORANDUM OF AGREEMENT

This MEMORANDUM OF AGREEMENT ("Agreement") is made and entered into by and between the LYON COUNTY SCHOOL DISTRICT ("LCSD") and the LYON COUNTY CLASSIFIED SCHOOL EMPLOYEES ASSOCIATION ("LCCSEA"). This Agreement is effective as of July 1, 2026, and when the authorized signatory affixes his/her signature below.

AGREEMENT

1. This Agreement is to memorialize and affect change in the LCCSEA negotiated agreement between the LCSD and LCCSEA.
2. The parties acknowledge that Critical Needs designation contracts are issued on a year-to-year basis. As such, this plan eligibility limitation shall be a condition of employment for each Critical Needs contract issued during the term of this Agreement
3. Effective July 1, 2026, and upon the execution of this Agreement, the LCSD and LCCSEA agree that employees hired as a designated Critical Needs Teacher under contract for the applicable contract year shall be eligible to enroll only in the LCSD High Deductible Health Plan (HDHP) health insurance option. The LCSD HSA contribution, base, and buy-up health insurance plans shall not be available.
4. The LCCSEA agrees that the subject of this Agreement cannot be a basis for declaring impasse, requesting mediation, or any Unfair Labor Practice during the negotiation process under NRS 288.
5. This Agreement is executed by the parties under the provisions of NRS Chapter 288, and with recognition and acknowledgement that the LCCSEA is the recognized bargaining agent under NRS Chapter 288 for any and all CBA-related disputes for all covered bargaining unit employees employed by LCSD.
6. This Agreement contains the entire agreement of the parties on the matters covered herein. No other agreement, statement, or promise made by either party that is not in writing and signed by both parties shall be binding.
7. This Agreement shall be governed by and construed in accordance with the laws of the State of Nevada and the Collective Bargaining Agreement (CBA) between LCCSEA and the LCSD. Any and all disputes arising out of or in connection with this Agreement shall follow the grievance process designated in the CBA.

LYON COUNTY SCHOOL DISTRICT,
a political subdivision of the State of Nevada

Tim Logan

Tim, Logan LCSD Superintendent

2/10/26

Date

LYON COUNTY CLASSIFIED SCHOOL EMPLOYEES ASSOCIATION (LCCSEA)

Kathy Rudy

Kathy Rudy, LCCSEA President

2/7/26

Date