

## **Lyon County School District Board Memo**

**Date:** February 25, 2025  
**To:** Board of School Trustees  
**From:** BillieJo Hogan, Executive Director of Human Resources  
**Re:** Revisions to LCSD Board Policy GCCB: Overtime

### **Recommendation**

That the Board of Trustees approve revisions to LCSD Board Policy GCCB: Overtime as a first reading.

### **Background Information**

After each Nevada legislative session, the staff at POOL/PACT (our public agency insurance pool and risk management/human resources support entity) provide school districts with recommended policy changes based on the recent laws that were passed. 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.

### **Policy Overview/Update**

There was a lot of discussion about overtime during the first reading of this policy. Therefore district leadership confirmed the language from NRS and the CBA's in regard to working more than 40 hours in one work week and 8 hours in one day. NRS specifically states that the beyond 8 hour provision does not apply when employees are covered by a collective bargaining agreement that provides language about overtime. As a result, we recommend simplifying the language to state that anything in excess of 40 hours in the work week will be compensated as overtime, as this is consistent with NRS and the CBA.

Changes are highlighted in green and blue for your convenience.

### **Budget Considerations**

None

### **Discussed at Previous Meeting**

January 28, 2025 -First Reading

### **Attachment(s)**

Lyon County School District Board Policy GCCB: Overtime