

## Lyon County School District Board Memo

**Date:** May 27, 2025

**To:** Board of School Trustees

**From:** BillieJo Hogan, Executive Director of Human Resources

**Re:** Critical Labor Shortage Designation Requests — CTE Teachers, Substitutes and Bus Drivers

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### **Recommendation:**

That the Board of Trustees approve to designate a critical labor shortage for CTE Teacher, Substitute and Bus Drivers effective June 25, 2025 to allow applications from retired employees to fill the positions as permitted under NRS 286.523

### **Background Information:**

Every two years, various staff positions are reviewed and recommended for designation as critical labor shortage areas, based on current hiring challenges and staffing needs.

For the 2024–2026 cycle, the following positions were approved: Elementary Teachers, English Learner Teachers, Special Education Teachers, Occupational Therapists, Speech Pathologists/Therapists, School Nurses, Licensed Practical Nurses, Health Aides, Secondary Teachers, Paraprofessionals, School Counselors, Custodians, Interventionists, Maintenance, and Classified Instructors/Specialists.

For the upcoming 2025–2027 cycle, an updated request is being submitted for the following positions to be designated as critical labor shortage areas: Career and Technical Education (CTE) Teachers, Substitute Teachers, and Bus Drivers.

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.

The designation of critical needs positions is valid for two years and then a new application must be completed, approved by the board, and accepted by PERS.

***Mission Statement** Lyon County School District fosters learning for life, empowers connected learners, promotes student ownership, and encourages discovery learning for success in a rapidly evolving world.*

**Budget Considerations:**

NA

**Discussed at Previous Meeting:**

June 27, 2023

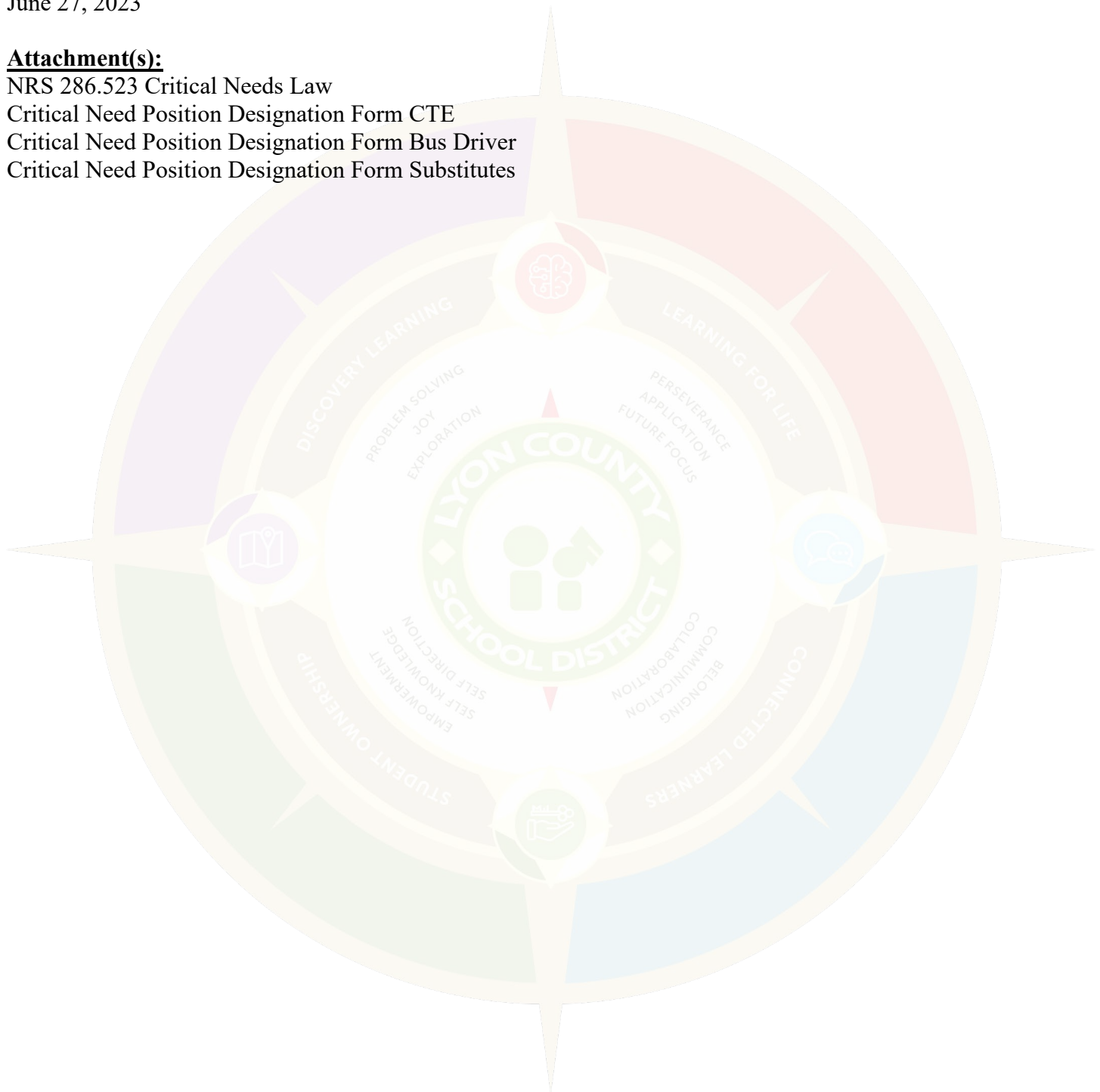
**Attachment(s):**

NRS 286.523 Critical Needs Law

Critical Need Position Designation Form CTE

Critical Need Position Designation Form Bus Driver

Critical Need Position Designation Form Substitutes



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