

Lyon County School District Board Memo

Date: December 16, 2025
To: Board of School Trustees
From: BillieJo Hogan, Executive Director of Human Resources
Re: Proposed Intern Salary Increase to Match all Certified Employees

Recommendation: That the Board of Trustees approve the increase to the Lyon County School District's Intern Pay Scale for the 2025–26 and 2026–27 school years.

Background Information:

LCSD has determined that it is in the best interest of the district and the students we serve to employ individuals in Teacher Intern–level positions who report directly to the site principal or their designee. These positions are not covered under any collective bargaining agreement, therefore they are not eligible for any bargained increases.

To be considered an “Intern,” employees must be within one year of obtaining their full professional license. LCSD currently employs six Interns who meet this criterion. Upon earning their full license, Interns commit to serving the district for a minimum of three years.

LCSD currently maintains a salary schedule for Intern positions that is based on the certified salary schedule, at Step 0. With negotiations now finalized, District administration recommends updating the Intern salary schedule to align with the revised certified salary schedule at step 0 for the 2025–26 and 2026–27 school years.

Below is the current Intern Pay Schedule:

2024-25	NON-DEGREE	BA	BA+16	BA+32	BA+48/MA	BA+64 MA+16	BA+80 MA+32
Intern Teacher (185)	41,237						
Intern Counselor Elementary (190)		50278.10	52406.11	54535.15	56663.14	58791.14	60920.16
Intern Counselor Secondary (205)		54247.40	56543.40	58840.60	61136.54	63432.60	65729.60
Intern Psychologist (210)		55570.50	57923.25	60275.75	62627.75	64979.79	67332.75

***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.*

The proposed schedule for 2025-26

2025-26	NON-DEGREE	BA	BA+16	BA+32	BA+48/MA	BA+64 MA+16	BA+80 MA+32
Intern Teacher (185)	42,023						
Intern Counselor Elementary (190)		51,236.32	53,405.41	57,118.22	57,742.54	59,911.62	62,111.51
Intern Counselor Secondary (205)		55,281.30	57,621.62	61,627.56	62,301.16	64,641.49	67,015.05
Intern Psychologist (210)		56,629.62	59,027.03	63,130.66	63,820.70	66,218.11	68,649.57

The proposed schedule for 2026-27

2026-27	NON-DEGREE	BA	BA+16	BA+32	BA+48/MA	BA+64/MA +16	BA+80/MA +32
Intern Teacher (185)	42,758						
Intern Counselor Elementary (190)		52,132.92	54,340	56,547.08	58,753.14	60,960.22	63,167.30
Intern Counselor Secondary (205)		56,248.68	58,630	61,011.32	63,391.54	65,772.86	68,154.19
Intern Psychologist (210)		57,620.59	60,060	62,499.41	64,937.68	67,377.08	69,816.49

Budget Considerations:

The estimated cost to the general fund is \$5,416.35 for FY 2026. Since Interns only serve for one year, we are not able to estimate the impact of any new Interns for FY 2027.

Attachments:

- 2025-26 Certified Salary Schedule.pdf
- 2026-27 Certified Salary Schedule.pdf

***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.*