

## Lyon County School District Board Memo

**Date:** October 22, 2024  
**To:** Board of School Trustees  
**From:** BillieJo Hogan, Executive Director of Human Resources  
**Re:** Revisions to LCSD Board Policy GBBG: Criminal Defense Cost of Employees

### **Recommendation**

That the Board of Trustees approve revisions to LCSD Board Policy GBBG: Criminal Defense Cost of Employees

### **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. The recent addition to **LCSD Policy GBBG** clarifies that “**if the employee's actions were not malicious or wanton, and they were acting within the scope of their employment,**” the district will provide for reasonable legal costs incurred by the employee in defending themselves against the criminal charge(s). This update aligns better with **NRS 391.271**.

This reinforces the district’s commitment to standing behind its employees when they act in good faith while performing their job responsibilities. This helps foster trust between the district and staff, encouraging employees to perform their duties confidently, knowing they will not be left unsupported in legal matters.

### **Budget Considerations**

None

### **Discussed at Previous Meeting**

No

### **Attachment(s)**

Lyon County School District Board Policy GBBG: Criminal Defense Cost of Employees