

Lyon County School District Board Memo

Date: May 27, 2025

To: Board of School Trustees

From: BillieJo Hogan, Executive Director of Human Resources

Re: Revisions to LCSD Board Policy GZ: Definition of Terms

Recommendation

That the Board of Trustees approves revisions to LCSD Board Policy GZ: Definition of Terms as a second and final reading.

Background Information 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:

LCSD's Policy GZ – Definition of Terms provides updated and clarified terminology used across LCSD policies. Notable additions include definitions for *Consumer Reports* (specific to background checks and fingerprinting), *Protected Class/Protected Class Membership*, *Safety-Sensitive Positions*, *Exigency Leave/Qualifying Exigency*, and *Serious Health Condition*—all relevant to the administration of the Family and Medical Leave Act (FMLA), among others. The policy also formally identifies the District's designated *Title IX Coordinator* responsible for overseeing compliance with Title IX requirements.

Budget Considerations

None

Discussed at Previous Meeting

April 22, 2025

Attachment(s)

Lyon County School District Board Policy Policy GZ: Definition of Terms