

Lyon County School District Board Memo

Date: April 22, 2025
To: Board of School Trustees
From: BillieJo Hogan, Executive Director of Human Resources
Re: Revisions to LCSD Board Policy GDBA: Performance Evaluations - Probationary Licensed Personnel

Recommendation

That the Board of Trustees approves revisions to LCSD Board Policy GDBA: Performance Evaluation of Probationary Licensed Personnel as a second and final 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:

The Lyon County School District Policy GDBA: Performance Evaluation of Probationary Licensed Personnel. The policy provides additional language with updated NRS 391.60-391.730, and 391.810-391.826, and NAC 391.565-391.589 stating that part of the evaluation process, the District follows the Nevada Educator Performance Framework (NEPF), a statewide performance evaluation system. Under the NEPF, educators receive an overall rating of Highly Effective, Effective, Developing, or Ineffective, with a portion of the evaluation based on student achievement. These requirements are established in Nevada Revised Statutes (NRS) and Nevada Administrative Code (NAC), specifically in Chapter 391, probationary employee is hired on a contract basis for three consecutive one-year terms. Employment is not guaranteed beyond any of the three probationary contract years. The policy also clarifies language on the Notice of Re-employment as well as the Notice of Non-Re-employment.

Budget Considerations

None

Discussed at Previous Meeting

March 25, 2025

Attachment(s)

Policy GDEFABA: Performance Evaluation of Probationary Licensed Personnel.