Lyon County School District
Board Memo

Date: February 24, 2026

To: Board of School Trustees

From: BillieJo Hogan, Executive Director of Human Resources

Re: Revisions to LCSD Board Policy GCA: Casual/Temporary/Seasonal Employment

Recommendation

That the Board of Trustees approve revisions to LCSD Board Policy GCA: Casual/Temporary/Seasonal Employment as a first reading.

Background Information

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.

The updates to policy GCA Casual, Temporary, Seasonal Employment - clarifying language that this is "at will" employment, and no credit will be given for the experience.

- No credit for the time worked in the casual/temporary/seasonal position given toward completion of a probationary period or the accrual of benefits for the time an employee was hired for. (examples: long-term subs, student workers, coaching, extra duty contracts)

Budget Considerations

None

Discussed at Previous Meeting

January 28, 2025

Attachment(s)

Lyon County School District Board Policy GCA: Casual/Temporary/Seasonal Employment