



Public Employees Retirement System of Nevada
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Critical Need Position Designation Form

Reemployment of a retired public employee pursuant to NRS 286.523 is limited to positions of extreme need. An employer who desires to employ a retired public employee to fill a position for which there is a critical labor shortage must make the determination of reemployment based upon appropriate and necessary delivery of services to the public. The critical need designation must be made by the designating authority of the agency in an open meeting. The designated authority shall not designate a position for more than 2 years. To be redesignated, the designating authority must consider and make new findings in an open public meeting as to whether the position continues to meet the criteria established by law. PERS will compile the forms received from each designating authority and provide a biennial report to the Interim Retirement and Benefits Committee (IRBC) of the Legislature.

Agency Contact: BillieJo Hogan Agency Phone: 775-463-6800

Agency Name: Lyon County School District

Critical Need Position Title: Speech Pathologist/Therapist

Effective Date of Critical Need Designation: 6/15/26

In an open meeting the designating authority shall make findings based upon the below criteria that supports the designation using this form provided by PERS. Before making a designation, the designating authority shall consider all efforts made by the public employer to fill the position through other means. The written findings to be made by the designating authority must include:

History of the rate of turnover for the position: LCSD has 8 Speech Pathologist/Therapist positions vacant during the 2025-2026 school year with seven still left unfilled.

Number of openings for the position and the number of qualified candidates for those openings after all other efforts of recruitment have been exhausted: After exhausting all recruitment efforts, we have seven openings still unfilled.

Length of time the position has been vacant: Position postings since May 2025.

Difficulty in filling the position due to special circumstances, including special education or experience required for the position: Speech Pathologist/Therapists are in high need with very few qualified applicants applying. Speech Pathologists/Therapists historically have found to prefer the private sector. LCSD ends up having to contract these positions out.

History and success of the efforts to recruit for the position, including advertising, out-of-state recruitment and all other efforts made (include copies of advertising or electronic recruitment notices, specifying targeted geographic areas): LCSD vigorously recruited candidates at multiple job fairs, advertising through TalentEd, LinkedIn, Indeed, Handshake and social media posts. LCSD also partners with several universities throughout the US and facilitates our own Grow Your Own Program.