



NYE COUNTY SCHOOL DISTRICT

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MEMORANDUM

TO: NCSD Board of Trustees
FROM: Michelle "Chelle" Wright, PHR, CLRP, Director of Human Resources
DATE: June 12, 2025
RE: Critical Labor Shortage Request - Accountant

Recommendation

That the Board of Trustees approve to designate a critical labor shortage in the Accountant position and allow applications from retired employees to fill the position as permitted under NRS 286.523.

Background Information

The Accountant position is challenging to fill due to turnover and a lack of qualified candidates who possess the necessary qualifications and experience to navigate the complexities of a multi-million dollar budget, particularly within the education sector. The ability to fill this role is imperative to help the District maintain the fiscal efficiency of the District's budget and funds. We have one retired Accountant who would be eligible to return in this role if the designation is approved.

If the Board approves the critical shortage area requested, it allows a retired employee to return to work for the District and receive their salary, while retaining their ability to draw on their retirement from PERS. This is a great benefit to a retiree, and allows the District to employ an experienced employee in a hard-to-fill position without requiring additional funding.

Budget Considerations

N/A

Attachment(s)

NRS 286.523 Critical Needs Law
Critical Need Position Designation Form - Accountant