



# NYE COUNTY SCHOOL DISTRICT

484 S WEST STREET • PAHRUMP, NEVADA 89048 • TELEPHONE (775) 727-7743 • FAX (775) 727-7768

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## MEMORANDUM

**TO:** NCSB Board of Trustees

**FROM:** Michelle “Chelle” Wright, Director of Human Resources

**DATE:** December 11, 2025

**RE:** PERS Critical Labor Shortage Hires for Designated Positions

Please allow this memorandum to serve as an update to the BOT regarding positions designated as PERS Critical Labor Shortage (PERS-CLS), and the number of employees hired for these roles through these designations, beginning with the 2021-2022 school year.

Currently, twelve (12) certified position types, accountant positions, bus driver positions, and substitute teacher, substitute support staff, and substitute admin roles are designated as PERS-CLS, based on the approval of the BOT and acceptance by NVPERS:

BOT Approved Critical Needs Subjects	BOT Approval Date	PERS Acceptance	Renewal Date
Early Childhood (Pre-K) Teacher	11/2022, 5/2024 & 10/17/2024	Yes	5/2026
Elementary Education Teacher	8/2021 & 6/2023 & 3/2025	Yes	3/2027
Health Teacher (K-12)	3/2025	Yes	3/2027
Physical Education Teacher (K-12)	6/2023 & 3/2025	Yes	3/2027
School Counselor (K-12)	6/2023 & 7/2025	Yes	7/2027
School Psychologist	11/2022, 5/2024 & 10/17/2024	Yes	5/2026
Secondary CTE Teacher	8/2022, 5/2024 & 10/17/2024	Yes	5/2026
Secondary English Language Arts Teacher	8/2022, 5/2024 & 10/17/2024	Yes	5/2026
Secondary Math Teacher	8/2021, 6/2023 & 3/2025	Yes	3/2027
Secondary Science Teacher	8/2021, 6/2023 & 3/2025	Yes	3/2027
Special Education Teacher (K-12)	8/2021, 6/2023 & 3/2025	Yes	3/2027
Speech Language Pathologist (SLP)	11/2022, 5/2024 & 10/17/2024	Yes	5/2026
Accountant	6/2025	Yes	6/2027

Bus Driver	6/2022, 5/2024 & 10/17/2024	Yes	5/2026
Substitute Teacher & Substitute Support Staff (All Substitutes)	10/2023, 1/2024 & 3/2024	Yes	10/2025
Substitute Administrator (Principal, Assistant Principal, and Dean)	12/2024	Yes	12/2026

The PERS-CLS designation for these position types allows retired employees to return to work for the district as regular employees or substitutes with no hours limit, and receive their salary and benefits, 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 experienced employees in hard-to-fill positions without requiring additional funding. This also provides another option to lessen the need for long-term substitutes and the costly expense of having to hire independent contractors to provide services to our students.

Several PERS-CLS hires have been made since the onset of the program in 2021:

2021-2022: Five (5) teachers hired

2022-2023: Four (4) teachers hired

2023-2024: Ten (10) teachers & one (1) school psychologist hired

2024-2025: Two (2) teachers and five (5) substitutes hired

2025-2026: Two (2) teachers and five (5) substitutes hired

Of the 39 PERS-CLS hires made between 2021 and now, 28 are currently active employees, nine (9) of which retired from school districts outside Nye County. This program has helped to fill hard-to-fill positions in all but one (1) of our communities.

Thank you for your continued support of this program.