



# NYE COUNTY SCHOOL DISTRICT

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**Date:** July 17, 2025  
**To:** Board of Trustees  
**From:** Michelle "Chelle" Wright, Director of Human Resources  
**Subject:** Critical Labor Shortage Request – K-12 School Counselor

### Recommendation

That the Board of Trustees approve to designate a critical labor shortage in K-12 School Counselor positions, and allow applications from retired employees to fill the positions, as permitted under NRS 286.523.

### Background Information

Currently, we have a need for one (1) K-12 School Counselor for the 2025-2026 school year. This is an area of concern, as we strive to ensure that all students are receiving SEL and mental health support from a certified, licensed K-12 School Counselor.

If the Board approves the critical shortage areas requested, it allows retired employees to return to work for the District as full-time employees 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 Needs Position Designation Forms:  
K-12 School Counselor