

# **Lyon County School District Board Memo**

**Date:** April 22, 2025

**To:** Board of School Trustees

**From:** BillieJo Hogan, Executive Director of Human Resources

**Re:** Revisions to LCSD Board Policy GABE: Posting of Position Openings

## **Recommendation**

That the Board of Trustees approves revisions to LCSD Board Policy GABE: Posting of Position Openings as a first reading.

## **Background Information Background Information**

After each Nevada legislative session, the staff at POOL/PACT (our public agency insurance pool and risk management/human resources support entity) provide school districts with recommended policy changes based on the recent laws that were passed. 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.

## **Policy Overview:**

This policy outlines the district's process for recruiting and selecting qualified candidates for licensed and classified positions. All job openings will be posted for current staff and advertised externally in alignment with applicable collective bargaining agreements. The Human Resources Department coordinates all applications and inquiries, and the Executive Director of Human Resources oversees the selection process in collaboration with appropriate personnel. LCSD Board Policies BDD and GBBH will govern Board approval for employment.

## **Budget Considerations**

None

## **Discussed at Previous Meeting**

No

## **Attachment(s)**

Lyon County School District Board Policy Policy GABE: Posting of Position Openings