



# NYE COUNTY SCHOOL DISTRICT

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**Date:** May 20, 2026  
**To:** Board of Trustees  
**From:** Michelle "Chelle" Wright, Director of Human Resources  
**Subject:** Critical Labor Shortage Request – Teachers, Service Providers, and Bus Drivers

### Recommendation

That the Board of Trustees approve to designate a critical labor shortage in several Teacher, Service Provider, and Bus Driver 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) Early Childhood Teacher (EC/Pre-K)/Early Childhood Special Education Teacher (ECSE), one (1) Secondary Career & Technical Education Teacher (CTE), one (1) Secondary English Language Arts Teacher (ELA), and three (3) Speech Therapists/Language Pathologists (SLP), including both the northern schools and southern schools within NCSD. In addition, we are still experiencing a shortage of Bus Drivers. We currently have long-term substitutes and independent contractors filling these positions.

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:

- Early Childhood Teacher (EC/Pre-K)/Early Childhood Special Education Teacher (ECSE)
- Secondary Career & Technical Education Teacher (CTE)
- Secondary English Language Arts Teacher (ELA)
- Speech Therapist/Language Pathologist (SLP)
- Bus Driver