



Lyon County School District

Board of Trustees

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Superintendent

Tim Logan
Deputy Superintendent
Dr. Stacey Griffin-Cooper

MEMORANDUM OF UNDERSTANDING

This MEMORANDUM OF UNDERSTANDING ("Understanding") is made and entered into by and between the LYON COUNTY SCHOOL DISTRICT ("LCSD") and the LYON COUNTY EDUCATION ASSOCIATION ("LCEA"). This Understanding is effective as of April 1, 2026, and when the authorized signatory affixes his/her signature below. This Understanding implements Assembly Bill 398 (2025) as enacted during the 83rd Session of the Nevada Legislature and operationalizes the negotiated contract language set forth in Article 21-3-2-1 of the current Collective Bargaining Agreement between the parties.

UNDERSTANDING

1. Pursuant to Article 21-3-2-1, the parties have agreed to the following negotiated language:

"The LCSD agrees to allocate the funds on a percentage of all eligible employees' individual certified base salary placement on the pay scale and to pay employees covered by this agreement those funds based upon that percentage, unless precluded by law."

2. Lyon County School District will receive approximately \$1,028,488 per fiscal year from the statewide AB 398 (2025) appropriation. This amount is allocated for each of FY26 (2025-2026) and FY27 (2026-2027). This Understanding shall remain in effect through June 30, 2027, covering both fiscal years, as the appropriation provides funding on a per-fiscal-year basis to employees. Continuation beyond June 30, 2027, is contingent upon continued legislative appropriation and will require a new or amended agreement between the parties.

Pursuant to Section 8.5(6) of AB 398, funds do not carry over from one fiscal year to the next:

"Any balance of the sums appropriated by subsection 1 remaining at the end of the respective fiscal years must not be committed for expenditure after June 30 of the respective fiscal years by the entity to which the appropriation is made or any entity to which money from the appropriation is granted or otherwise transferred in any manner, and any portion of the appropriated money remaining must not be spent for any purpose after September 18, 2026, and September 17, 2027, respectively, by either the entity to which the money was appropriated or the entity to which the money was subsequently granted or transferred, and must be reverted to the State General Fund on or before September 18, 2026, and September 17, 2027, respectively."

3. Per AB 398, only licensed teachers pursuant to NRS 391 who are the teacher of record assigned to a classroom are eligible to receive compensation. Per negotiations, the following employee groups are excluded from receiving compensation according to this Understanding: interns, substitutes, and critical needs teachers.



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4. Compensation under this Understanding shall not be applied retroactively. For the 2025-26 school year, the full sum of the allocation will be distributed to eligible employees who meet the terms of their contract over the remaining pay periods following approval by District officials and the LCEA. For the 2026-27 school year, payments will be divided equally over the standard pay periods.
5. The LCEA agrees that the subject of this Understanding cannot be a basis for declaring impasse, requesting mediation, or any Unfair Labor Practice during the negotiation process under NRS 288.
6. This Understanding is executed by the parties under the provisions of NRS Chapter 288, and with recognition and acknowledgement that the LCEA is the recognized bargaining agent under NRS Chapter 288 for any and all CBA-related disputes for all covered bargaining unit employees employed by LCSD.
7. This Understanding contains the entire agreement of the parties on the matters covered herein. No other agreement, understanding, statement, or promise made by either party that is not in writing and signed by both parties shall be binding.
8. This Understanding shall be governed by and construed in accordance with the laws of the State of Nevada and the Collective Bargaining Agreement (CBA) between LCEA and the LCSD. Any and all disputes arising out of or in connection with this Understanding shall follow the grievance process designated in the CBA.

LYON COUNTY SCHOOL DISTRICT,
a political subdivision of the State of Nevada



Tim Logan, LCSD Superintendent

4-14-26

Date

LYON COUNTY EDUCATION ASSOCIATION
(LCEA)



LCEA President

4-14-26

Date