

Lyon County School District Board Memo

Date: January 28, 2025
To: Board of School Trustees
From: BillieJo Hogan, Executive Director of Human Resources
Re: Revisions to LCSD Board Policy GC: Appointment of Non-Licensed Personnel

Recommendation

That the Board of Trustees approve revisions to LCSD Board Policy GC: Appointment of Non-Licensed Personnel as a first reading.

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.

Several updates have been made to Policy GC to ensure clarity and alignment with current practices and statutory requirements:

1. The term "CLASSIFIED" has been replaced with "NON-LICENSED" throughout the policy to reflect more accurate terminology and to capture those non-licensed employees who are not considered "classified".
2. The reference to "Condition of Employment" has been removed and replaced with more descriptive and accurate language listed under numbers 3, 4, and 5.
3. In collaboration with our Classified Union President and the Transportation Supervisor, we have designated safety-sensitive positions within the Non-Licensed Personnel category. The designation of safety-sensitive positions is required under LCSD Board Policy GBBE: Drug and Alcohol-Free Workplace.

These revisions enhance the policy's precision and address important considerations for both compliance and workforce safety.

Budget Considerations

None

Discussed at Previous Meeting

No

Attachment(s)

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