Lyon County School District
Board Memo

Date: February 24, 2026

To: Board of School Trustees

From: BillieJo Hogan, Executive Director of Human Resources

Re: MOA for Critical Needs

Recommendation

The Board of Trustees approve the Memorandum of Agreements with Lyon County Educator Association and Lyon County Classified School Employees Association

Background Information

In preparation for the 2026–2027 plan year, LCSD entered discussions with the Lyon County Educators' Association (LCEA) and the Lyon County Classified School Employees Association (LCCSEA) regarding health plan eligibility for employees hired under Critical Needs contracts.

The purpose of this Memorandum of Agreement (MOA) is to memorialize and effect a change to the negotiated agreement(s) between LCSD and the respective bargaining units (LCEA and LCCSEA) regarding health insurance plan eligibility for employees hired under Critical Needs designation contracts.
Effective July 1, 2026, employees hired as a designated Critical Needs employee under contract for the applicable contract year shall be eligible to enroll only in the LCSD High Deductible Health Plan (HDHP) health insurance option.

Annual fiscal impact

Discussed at Previous Meeting

N/A

Attachment(s)

MOA - LCEA
MOA - LCCSEA