

Lyon County School District Board Memo

Date: February 25, 2025
To: Board of School Trustees
From: BillieJo Hogan, Executive Director of Human Resources
Re: Revisions to LCSD Board Policy GCA: Casual/Temporary/Seasonal Employment

Recommendation

That the Board of Trustees approve revisions to LCSD Board Policy GCA: Casual/Temporary/Seasonal Employment as a second and final 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.

This policy update references Board Policy GB (Employment and Compensation) and Board Policy GC (Appointment of Non-Licensed Personnel) to clarify the procedural steps the district will follow.

Additionally, the previous reference to "120 consecutive working days" has been updated to "six (6) months" when assigning work to casual, temporary, or seasonal workers. This change is to comply with the language changes from the Nevada Public Employees Retirement System (NVPERS).

These revisions aim to ensure consistency with related policies and provide clear guidelines for workforce management.

Budget Considerations

None

Discussed at Previous Meeting

January 28, 2025 first reading

Attachment(s)

LCSD Policy GCA: Casual/Temporary/Seasonal Employment