

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 GCB: Introductory Period For Non-Licensed Personnel

Recommendation

That the Board of Trustees approve revisions to LCSD Board Policy GCB: Introductory Period For Non-Licensed Personnel 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.

Revisions to Policy GCB: Introductory Period for Non-Licensed Personnel reduce the introductory period from 12 months to nine 9 months, aligning with the timeline specified in the LCCSEA collective bargaining agreement. The timeline for extending the introductory period is reduced from 12 months to 6 months as well. The policy also references Board Policy GCBA: Performance Evaluation for Non-Licensed Personnel, emphasizing the importance of ongoing performance evaluations throughout the introductory period. These evaluations will serve as the basis for determining continued employment.

These updates ensure consistency with negotiated agreements and underscore the district's commitment to thorough performance assessments during the onboarding process.

Budget Considerations

None

Discussed at Previous Meeting

January 28, 2025 first reading

Attachment(s)

LCSD Board Policy GCB: Introductory Period For Non-Licensed Personnel