

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 GCD: Disciplinary Action and Appeal for Non-Licensed Personnel

Recommendation

That the Board of Trustees approve revisions to LCSD Board Policy GCD: Disciplinary Action and Appeal for 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.

Policy Overview:

The Lyon County School District policy GCD Disciplinary Action and Appeal for Non-Licensed Personnel ensures "due process" and procedures are followed and practiced. The primary revision to the original policy is the specification that it applies to non-licensed personnel. This policy ensures that non-licensed employees who are not covered by a collective bargaining agreement are provided due process. It also outlines the framework for progressive disciplinary actions.

Budget Considerations

None

Discussed at Previous Meeting

No

Attachment(s)

Lyon County School District Board Policy GCD: Disciplinary Action and Appeal for Non-Licensed Personnel