

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 GCAA: Transfers/Reassignments/Promotions of Non-Licensed Personnel

Recommendation

That the Board of Trustees approve revisions to LCSD Board Policy GCAA: Transfers/Reassignments/Promotions of 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.

The revisions to this policy provide clarification on the types of direct transfers and reassignments and introduce new language regarding rehired employees.

The policy also references LCSD Board Policy GC: Appointment of Non-Licensed Personnel to address situations where a reassignment involves transitioning an employee from a role without direct student contact to a position with direct student interaction.

All procedures outlined in this policy will be carried out in compliance with the applicable collective bargaining agreement.

Budget Considerations

None

Discussed at Previous Meeting

January 28, 2025 first reading

Attachment(s)

LCSD Board Policy GCAA: Transfers/Reassignments/Promotions of Non-Licensed Personnel