

Lyon County School District Board Memo

Date: September 23, 2025

To: Board of School Trustees

From: BillieJo Hogan, Executive Director of Human Resources

Re: 2025-2026 Staffing and Recruiting Update

Introduction

The Lyon County School District (LCSD) Board of Trustees recognizes the critical importance of effective staffing, recruitment, and retention strategies in K–12 education. LCSD remains committed to providing high-quality education to all students. To achieve this, it is imperative to address the staffing challenges faced in education, both statewide and nationally. This report provides an overview of those challenges and highlights the district's efforts to enhance employee recruitment and retention.

The United States and Nevada have experienced persistent teacher shortages due to several factors, including but not limited to retirements, limited numbers of university graduates entering education, and general attrition. The demand for paraprofessionals, bus drivers, custodians, and other classified staff has also increased, as these positions are essential in supporting schools and students.

Recruiting and Retention Strategies

The LCSD Board of Trustees has prioritized teacher retention and employee benefits. Recent actions have included the reclassification of positions to improve recruitment and retention, as well as the approval of memorandums of agreement with associations to increase benefits and compensation. The district has also committed to supporting staff by contributing an additional 35 percent toward dependent health insurance premiums and making monthly contributions to health savings accounts for those enrolled in high-deductible plans.

Our Grow Your Own (GYO) program has provided classified staff and substitutes with opportunities to transition into teaching roles by removing barriers to licensure. This program has proven to be an effective long-term retention strategy while also promoting the educational profession. In partnership with the University of Nevada, Reno, and the Nevada Department of Education, LCSD piloted a full-year teacher residency program. The first participant in this program is now a full-time LCSD teacher, and additional candidates are expected to participate in the coming year.

To help support classroom teachers, LCSD provides up to \$200 in classroom supply funds to offset out-of-pocket expenses. The district has also established partnerships with Ace's Baseball, UNR athletics, and Access Perks to provide employee discounts and engagement opportunities. In addition, teacher leaders have been designated in every school, with special education leaders assigned across attendance areas to provide

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mentorship and peer support. These efforts create a culture of collaboration and ensure that new and veteran teachers alike receive the guidance they need.

LCSD continues to emphasize employee wellness by maintaining regular communication about the confidential Employee Assistance Program (Acentra), which provides counseling services, wellness programs, and stress management resources.

Recruiting Efforts 2024–2025

Human Resources and site administrators were highly engaged throughout the spring and summer recruitment season. As a result, LCSD successfully hired 73 certified employees, including 45 new certified teachers and 28 Critical Needs hires. Recruitment activities included participation in LCSD high school career fairs, UNR Fall and Spring fairs, EmployNV events, and out-of-state career fairs at Utah State, Brigham Young University, California State University, and UNLV. The district also expanded its partnerships with institutions such as Western Governors University, Nevada State College, University of Phoenix, and Walden University. Recruitment efforts were further strengthened by increased use of social media and job boards, along with early notification incentives and hiring bonuses approved by the Board.

Posting certified positions in March gave LCSD schools a competitive advantage over neighboring districts by allowing them to hire earlier and secure higher-quality candidates. Of the 73 certified employees hired, 37 were assigned to Fernley schools, 18 to Dayton schools, 7 to Silver Springs schools, 7 to Yerington schools, 1 to Smith Valley, 1 to a district-wide role, and 2 to special services. The majority of these employees—53—came from Lyon County, with 8 from the Reno/Sparks area, 10 from other Nevada communities such as Carson, Fallon, and Minden, and 1 from out of state (California and Montana).

Contracted Services

Like many districts across Nevada and the nation, LCSD continues to face challenges in hiring specialized staff. To address these gaps, the district has contracted services for 12 Speech Pathologists, 1 Teacher for the Visually Impaired, 1 Psychologist, 4 Occupational Therapists, 1 Orientation/Mobility Specialist, 0.5 Physical Therapist, and 1 Board Certified Behavior Analyst (BCBA).

Grow Your Own, Critical Needs, Long-term Subs and Internship Success, Oh My!

LCSD's Grow Your Own program continues to be a vital component of our recruitment and retention efforts. Currently, 8 GYO candidates are enrolled, including 2 long-term substitutes and 1 intern. The district also hired 33 employees in critical need positions, including 5 classified staff. Additionally, 37 long-term substitutes are serving across the district, many of whom are working toward teacher licensure. Among last year's 13 interns, 6 have been retained or hired, while 7 continue to finalize their programs. Another 8 new candidates have joined this year's GYO cohort.

Exit Survey Results (2025)

Exit surveys were sent electronically to all employees who left LCSD and 25 former employees responded as follows:

- This is the fourth year we have included all staff, certified, classified, and administrators. This year we included year-to-year employees: Interns, Long Term Subs in Open Positions, and Critical Need Staff.
 - Responses included 19 (76%) certified and 6 (24%) Classified.
 - Age of respondents: 14 (56%) 40+ years of age; 6 (24%) 30-39 years of age; 5 (20%) 20-29

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years of age.

→ Length of employment at LCSD: 11 (44%) 1-5 years; 8 (32%) 6-10 years; 6 (24%) 11+ years.

→ Primary reason for leaving LCSD:

- ◆ 8 (32%) Retirement
- ◆ 5 (20%) Relocation
- ◆ 3 (12%) Personal reasons
- ◆ 2 (8%) Challenge with supervisor
- ◆ 5 others listed individual reasons, with 2 who didn't respond.

Exit Survey Responses (25):

Topic	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
School site/culture	I was given appropriate site-level orientation	2	11	4	4	4
	I was provided with materials and resources to be successful	4	13	3	4	1
	I had a schedule that allowed me the opportunity to positively impact students	5	13	3	3	1
	I was provided with collaborative opportunities that supported my professional learning.	1	12	5	6	1
	I was provided with a professional learning opportunity to support my needs	1	12	5	6	1
	The culture in my school was positive and supported students	6	9	4	1	5
	I was empowered to carry out my job successfully.	6	9	4	3	3
Site Supervisor	My supervisor clearly shared his/her expectation of me	5	8	7	2	2
	My supervisor listened to my ideas and concerns	6	8	2	3	5
	My supervisor treated the staff fairly and consistently	6	7	3	3	5
	My supervisor promoted cooperation, collaboration, and a positive culture	7	7	4	5	1
	My supervisor provided me with ongoing feedback on my performance	4	9	4	3	4
	My supervisor cared about me and the work I was doing for the students	8	8	3	1	4
	I would want my supervisor again	7	7	3	1	6
District Staff/Compensation	The district office staff provided a positive orientation experience for me	4	10	10	0	1
	The district office staff was friendly, supportive, and	4	13	7	1	0

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	answered my questions					
	The district office staff provided appropriate leadership for our schools	3	11	8	1	2
	The district office staff cared about me and the work I was doing for students	5	7	10	3	0
	I was pleased with LCSD's compensation/pay.	4	10	7	1	3
	I was pleased with LCSD's benefits	5	10	9	0	1
	I would recommend LCSD to others as a good place to work.	5	6	11	0	3

Conclusion

Despite the national and statewide staffing challenges, LCSD continues to make strategic progress in recruitment and retention. Through innovative programs, expanded partnerships, early hiring practices, and a strong commitment to employee support, the district is creating a sustainable and attractive educational workforce. The Board's ongoing support remains essential in ensuring that LCSD secures and retains high-quality educators and staff to serve the students of Lyon County.

Budget Considerations

None

Attachments:

Long Term Substitutes, Interns, and Grow Your Own Report

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