

Lyon County School District Board Memo

Date: May 27, 2025

To: Board of School Trustees

From: BillieJo Hogan, Executive Director of Human Resources

Re: Revisions to LCSD Board Policy GABE: Posting of Position Openings

Recommendation

That the Board of Trustees approves revisions to LCSD Board Policy GABE: Posting of Position Openings as a second and final reading.

Background Information 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: This policy outlines the district's process for recruiting and selecting qualified candidates for licensed and classified positions. All job openings will be posted for current staff and advertised externally in alignment with applicable collective bargaining agreements. The Human Resources Department coordinates all applications and inquiries, and the Executive Director of Human Resources oversees the selection process in collaboration with appropriate personnel. LCSD Board Policies BDD and GBBH will govern Board approval for employment.

Budget Considerations

None

Discussed at Previous Meeting

April 22, 2025

Attachment(s)

Lyon County School District Board Policy Policy GABE: Posting of Position Openings