Lyon County School District
Board Memo

Date: February 24, 2026

To: Board of School Trustees

From: BillieJo Hogan, Executive Director of Human Resources

Re: Revisions to LCSD Board Policy GB: Employment and Compensation

Recommendation

That the Board of Trustees approve revisions to LCSD Board Policy GB: Employment and Compensation as a second and final reading.

Background Information

Lyon County School District (LCSD) currently maintains Board Policy GB: Employment and Compensation, which governs employment references, background checks, licensure requirements, compensation practices, and related employment standards.

The proposed revisions reflect updates recommended to ensure alignment with current Nevada Revised Statutes (NRS), federal law, and best practices for risk management. Revisions clarify existing language, remove redundancy, and incorporate statutory requirements related to employment references, investigations involving alleged misconduct, and background check procedures.

Specifically, the policy expands references to applicable federal law by fully identifying the **Fair and Accurate Credit Transactions Act (FACTA)**, which, along with the Fair Credit Reporting Act (FCRA), governs the use of consumer reports and background checks conducted by third-party agencies.

Updating Board Policy GB ensures LCSD remains compliant with state and federal law, promotes consistent and transparent employment practices, and mitigates legal and operational risk.

Budget Considerations

None

Discussed at Previous Meeting

January 27, 2026

Attachment(s)

Lyon County School District Board Policy GB: Employment and Compensation.pdf