

## Lyon County School District Board Memo

**Date:** September 22, 2026  
**To:** Board of School Trustees  
**From:** BillieJo Hogan, Executive Director of Human Resources  
**Re:** 2026-2027 Staffing Update

### **Recommendation**

The Board of Trustees approved a report on current staffing for the 2026-2027 school year.

### **Background Information**

The Lyon County School District Board of Trustees recognizes the critical importance of effective staffing, recruitment, and retention strategies in K-12 education. The Lyon County School District (LCSD) remains committed to securing and retaining high-quality educators and operational staff. Despite ongoing national and state teacher shortages, proactive board initiatives—including early posting timelines, competitive benefit increases, and our Grow Your Own (GYO) program—yielded strong results this hiring cycle. This report provides a comprehensive overview of our recruitment efforts, hiring data, retention programs, contracted specialized services, and exit survey findings.

### **Staffing summary and trends:**

Through strategic recruitment and early job postings, LCSD successfully increased total filled positions while decreasing reliance on long-term substitutes in open positions.

| <b><u>Staffing</u></b>                          | <b><u>2025</u></b> | <b><u>2026</u></b> | <b><u>Trend / Impact</u></b>                                   |
|-------------------------------------------------|--------------------|--------------------|----------------------------------------------------------------|
| <b>New Certified Hires</b>                      | 45                 | <b>51</b>          | +13.3% increase in new certified staff                         |
| <b>Critical Needs Hires</b>                     | 26                 | <b>25</b>          | Stable utilization of critical-needs retirees                  |
| <b>Long-Term Subs in Open Positions (LTSOP)</b> | 37                 | <b>23</b>          | -37.8% reduction; more classrooms staffed with permanent hires |
| <b>New Administrators</b>                       | —                  | <b>3</b>           | Leadership positions successfully secured                      |
| <b>Total Filled Positions</b>                   | 73                 | <b>79</b>          | <b>+8.2% overall increase in filled certified/admin roles</b>  |

### **Effective Recruiting and Retention Strategies:**

The Board of Trustees' investment in employee compensation and well-being has directly strengthened our position against regional and out-of-state competitors:

- **Health Insurance & Benefit Contributions:** LCSD increased its contribution by 35% toward dependent premiums and implemented monthly district contributions to Health Savings Accounts (HSA) for high-deductible qualified plan participants to offset rising healthcare costs.
- **Classroom Supply Stipends:** Every classroom teacher received up to \$200 for classroom supplies, reducing personal out-of-pocket expenses.
- **Early Posting Strategy:** Certified positions were posted in March, granting school sites an advantage over neighboring districts to recruit top-tier talent earlier in the hiring cycle.
- **Incentives & Hiring Bonuses:** Early notification incentives and signing bonuses successfully identified early vacancies and attracted out-of-state candidates.
- **Community & Discount Partnerships:** Established employee benefit partnerships with Reno Aces Baseball, the University of Nevada, Reno (UNR) athletics, and the Access Perks discount program.
- **Wellness Support:** Regular outreach promoted our free, confidential Employee Assistance Program (Acentra) offering mental health counseling and stress management.

### **Grow Your Own (GYO) & Student Intern Programs**

Our Grow Your Own program currently supports 17 active participants progressing toward full licensure and permanent teaching roles:

- **Fulfilling Three-Year Service Requirement (5 participants):** Actively teaching in LCSD, fulfilling their multi-year commitment (3 hired, 1 placed via long-term sub program, 1 general hire).
- **Working Toward Licensure (8 participants):** Completing required coursework and licensure exams (5 long-term subs, 1 intern, 1 paraprofessional, 1 classified computer/STEAM instructor).
- **New to Program (4 participants):** Recently onboarded and commencing initial coursework.

### **New Hire Distribution**

HR and site administrators engaged in extensive outreach, attending high school career fairs, local UNR fairs, and out-of-state recruitment events in Utah (USU, BYU, SUU, Utah Tech). Recruitment partners included Western Governors University, Nevada State University, UNR, UNLV, Capella, iTeach, Patriots in Education, Work for Warriors, and Walden University.

Of the 3 administrators and 51 certified employees hired (54 total), the school assignments were distributed across the district as follows: 21 were hired for Fernley area schools, 14 for Yerington area schools, 9 for Dayton area schools, 5 for Silver Springs area schools, 1 for Smith Valley, and 4 district-wide positions for special services.

The following list identifies the areas where candidates originated from:

- 27 new hires originated locally from Lyon County,
- 6 from the Reno/Sparks area,
- 7 from other areas in Nevada (Carson, Fallon, Minden, Spring Creek).
- 14 employees were recruited from out of state, spanning 10 different states including California, Wisconsin, North Carolina, Georgia, Arizona, Alabama, Indiana, Washington, Florida, and Colorado.

### **Specialized Services & Contracted Staffing**

To meet student needs in hard-to-fill special education and clinical disciplines, LCSD contracted with third-party agencies for 26 specialized positions:

- 16 Speech-Language Pathologists (SLP)
- 4 Occupational Therapists (OT)
- 3 Board Certified Behavior Analysts (BCBA)
- 1 Psychologist
- 1 Visually Impaired Teacher
- 1 Orientation / Mobility Specialist

**Annual fiscal impact**

NA

**Discussed at Previous Meeting**

Sept. 24, 2025

**Attachment(s)**

Exit Survey Results.pdf

