



NYE COUNTY SCHOOL DISTRICT

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Date: May 20, 2026
To: Board of Trustees
From: Michelle "Chelle" Wright, Director of Human Resources
Subject: Critical Labor Shortage Request – Teachers, Service Providers, and Bus Drivers

Recommendation

That the Board of Trustees approve to designate a critical labor shortage in several Teacher, Service Provider, and Bus Driver positions, and allow applications from retired employees to fill the positions, as permitted under NRS 286.523.

Background Information

Currently, we have a need for one (1) Early Childhood Teacher (EC/Pre-K)/Early Childhood Special Education Teacher (ECSE), one (1) Secondary Career & Technical Education Teacher (CTE), one (1) Secondary English Language Arts Teacher (ELA), and three (3) Speech Therapists/Language Pathologists (SLP), including both the northern schools and southern schools within NCSD. In addition, we are still experiencing a shortage of Bus Drivers. We currently have long-term substitutes and independent contractors filling these positions.

If the Board approves the critical shortage areas requested, it allows retired employees to return to work for the District as full-time employees and receive their salary, while retaining their ability to draw on their retirement from PERS. This is a great benefit to a retiree, and allows the District to employ an experienced employee in a hard-to-fill position without requiring additional funding.

Budget Considerations

N/A

Attachment(s)

NRS 286.523 Critical Needs Law

Critical Needs Position Designation Forms:

- Early Childhood Teacher (EC/Pre-K)/Early Childhood Special Education Teacher (ECSE)
- Secondary Career & Technical Education Teacher (CTE)
- Secondary English Language Arts Teacher (ELA)
- Speech Therapist/Language Pathologist (SLP)
- Bus Driver