

Lyon County School District Board Memo

Date: July 28, 2026

To: Board of School Trustees

From: BillieJo Hogan, Executive Director of Human Resources

Re: LCSD updates to policies: LCSD Board Policies GBBA: Prevention of Sexual Misconduct Toward Students; GBAA: Coaching Athletics - V2; GBAB: Volunteers - V2; GDD: Substitute Teachers, and GDC: Student Teachers

Recommendation

That the Board of Trustees approve revisions to the designated LCSD Board Policies GBBA: Prevention of Sexual Misconduct Toward Students; GBAA: Coaching Athletics - V2; GBAB: Volunteers - V2; GDD: Substitute Teachers; and GDC: Student Teachers; to include language that prohibits a district employee from having a romantic relationship with a student, regardless of age.

Background Information

Following reviews of public agency risk management guidelines and district liabilities, the Human Resources department is updating policy language to protect both students and staff by setting clear boundaries.

Existing Nevada Revised Statute (NRS 201.540) classifies it as a felony for any school employee or volunteer (21 years or older) in a position of authority to engage in sexual conduct with a student who is 16 years of age or older. We have several students who go through the Jump Start program and graduate with enough college credits to become a licensed substitute shortly after their high school graduation. While current policies include guidelines and regulations for substitutes and volunteers, these policy updates close critical gaps to protect the rights, safety, and privacy interests of District students—specifically addressing scenarios where individuals *under* the age of 21 are serving in roles such as volunteering, substituting, student teaching, or coaching

To keep the district in good standing with our risk management pool, clear and strict behavioral parameters have been established across all age brackets. The language across all affected policies has been updated to explicitly state:

"The District prohibits an employee, or any other individual involved as a volunteer or serving in a similar capacity, from engaging in a romantic relationship (e.g. dating, sexual, etc.) with any student enrolled in the District, regardless of age."

This standardized safety language has been integrated into the following district policies: **GBBA**: Prevention of Sexual Misconduct Toward Students; **GBAA**: Coaching Athletics - V2; **GBAB**: Volunteers - V2; **GDD**: Substitute Teachers; and **GDC**: Student Teachers

Discussed at Previous Meeting

GBBA - October 22, 2024

GBAA - February 24, 2026

GBAB - December 16, 2025

GDD - April 22, 2025

GDC - April 22, 2025

Attachment(s)

GBBA: Prevention of Sexual Misconduct Toward Students.pdf

GBAA: Coaching Athletics - V2.pdf

GBAB: Volunteers - V2.pdf

GDD: Substitute Teachers.pdf

GDC: Student Teachers.pdf

