ACTION ITEM #3

Mineral County School District
Hawthorne, Nevada 89415

"We All Learn/Teach"
"No'oko numu tunedooe"'

EXECUTIVE SUMMARY

3. Recommendation: Discussion and Possible Approval to Authorize the Superintendent to Issue Notice of Layoff Due to a Reduction in Force (RIF) for certain Classified, Certified, and Administrative Staff positions, if necessary including without limitation Teachers, Paraprofessionals, CTE Coordinator, Counselor, and Administrator due to financial constraints. If approved, the Board may also authorize staff to pursue voluntary or direct transfer(s) of staff to fill vacancies, as available.

The Board of Trustees has engaged in ongoing discussions regarding the District's financial outlook during previous meetings, including conversations related to the expiration of federal grant funding, increasing employee benefit costs, and declining student enrollment.

As a result of these factors, Mineral County School District is facing continued fiscal pressures that require adjustments to staffing levels in order to maintain financial stability and meet required budgetary obligations. These adjustments are intended to align staffing with current enrollment, available funding, and program needs while maintaining the District's commitment to student learning and support services.

This item seeks authorization for the Superintendent to issue notices of layoff, if necessary, for certain classified, certified, and administrative positions due to these financial constraints. Positions potentially impacted include, but are not limited to, teachers, paraprofessionals, a CTE coordinator, a counselor, and an administrator.

In addition to potential reductions affecting currently filled positions, the District has identified three vacant positions for elimination as part of these cost-saving measures.

Consistent with applicable Board policies and collective bargaining agreements, the District will follow all required procedures related to notification, employee rights, and reduction-in-force processes. Efforts have been and will continue to be made to minimize the impact on staff and students. These efforts include reviewing vacant positions, considering attrition through resignations and retirements, and offering opportunities for voluntary separation where appropriate.

If approved, the Board will also authorize the Superintendent and District staff to pursue voluntary or direct transfers of employees into existing vacancies, where available, in an effort to retain staff and maintain continuity of services for students.

The proposed reductions are outlined in the accompanying spreadsheet included in the Board packet, which details the positions identified through a comprehensive review of District needs,

enrollment trends, and financial constraints. Final determinations will be made in accordance with District policy, collective bargaining agreements, and operational needs.

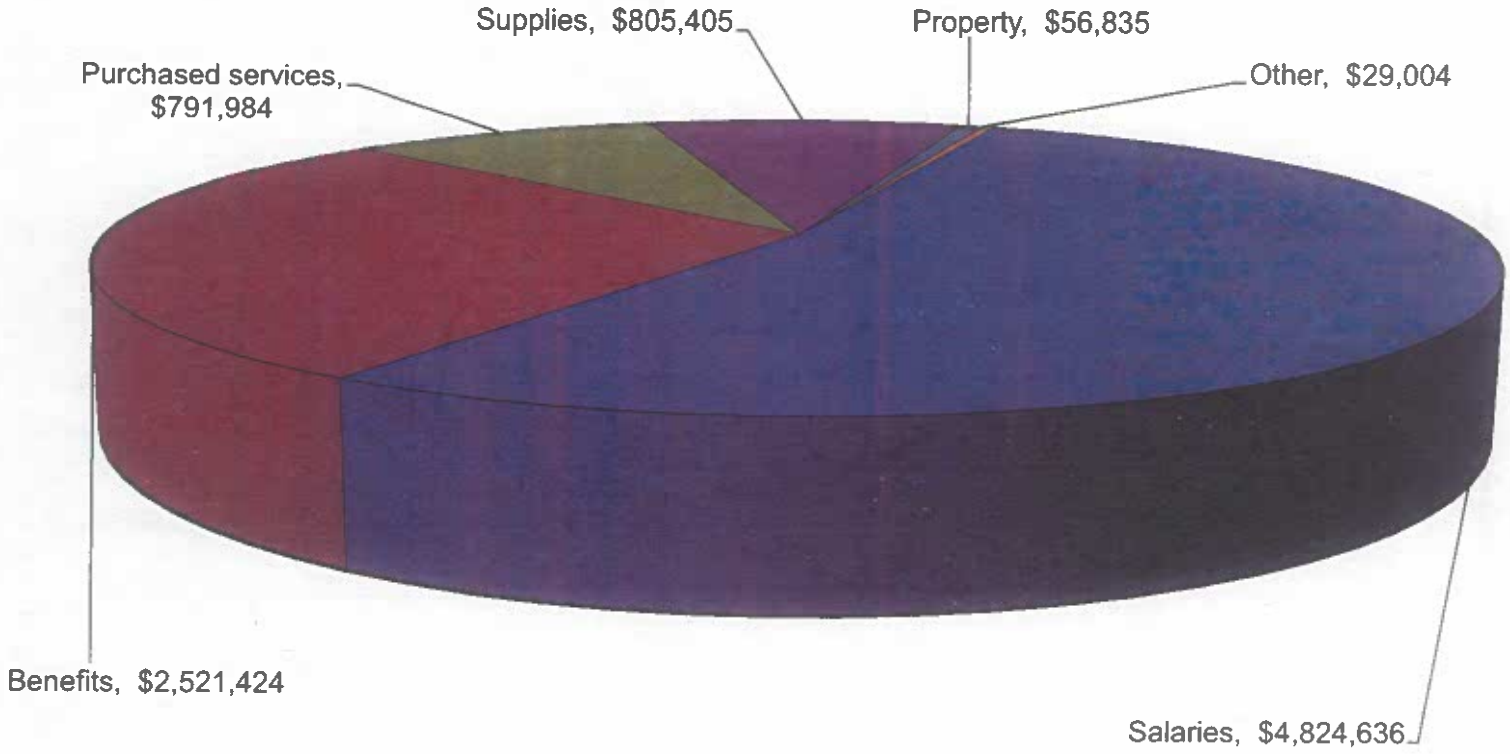
This action provides the Superintendent with the necessary authority to proceed with staffing adjustments, if required, in a timely manner to ensure readiness for the 2026–2027 school year.

Sunset Positions

Position	FY26	PERS @	W/C $1156	Medicare @	Insurance	Total Salay &	Funding Source	Reference
Dean of Students	$132,283.32	$48,614.12	$1,156.00	$1,918.11	$15,500.00	$199,471.55	AB 495 & BSCA	280.719 & 280.686
Dean of Curriculum	$99,645.24	$36,619.63	$1,156.00	$1,444.86	$15,500.00	$154,365.72	AB 495	280.719
Warehouse Person	$50,717.52	$18,638.69	$1,156.00	$735.40	$15,500.00	$86,747.61	AB 495	280.719
Steam Teacher	$93,124.86	$34,223.39	$1,156.00	$1,350.31	$15,500.00	$145,354.56	AB 495	280.719
CTE Coordinator	$43,568.00	$16,011.24	$1,156.00	$631.74	$15,500.00	$76,866.98	AB 495	280.719
Alt Ed Teacher	$94,170.36	$34,607.61	$1,156.00	$1,365.47	$15,500.00	$146,799.44	AB 495	280.719
Para Pro	$22,215.60	$8,164.23	$1,156.00	$322.13	$15,500.00	$47,357.96	AB 495	280.719
Para Pro	$24,861.30	$9,136.53	$1,156.00	$360.49	$15,500.00	$51,014.32	AB 495	280.719
Para Pro	$23,676.30	$8,701.04	$1,156.00	$343.31	$15,500.00	$49,376.65	AB 495	280.719
Para Pro	$22,574.25	$8,296.04	$1,156.00	$327.33	$15,500.00	$47,853.61	AB 495	280.719
SLP Assistant	$23,012.70	$8,457.17	$1,156.00	$333.68	$15,500.00	$48,459.55	AB 495	280.719
	$629,849.45	$231,469.67	$12,716.00	$9,132.82	$170,500.00	$1,053,667.94		
HES Counselor	$95,737.36	$32,072.02	$1,156.00	$14,167.27	$11,500.00	$154,632.64	BSCA	280.686
						$154,632.64		
TOTAL	$725,586.81	$263,541.69	$13,872.00	$23,300.08	$182,000.00	**$1,208,300.58**		
Total Red Cuts						$922,081.42		
Positions to Keep						$286,219.16		
Additional Cuts								
CTE Construction Teacher GF	$71,784.14	$26,380.67	$1,156.00	$1,040.87	$15,500	$115,861.68	Gen. Fund	
Alt Placement Teacher ISS GF	$47,488.91	$17,452.17	$1,156.00	$688.59	$15,500.00	$82,285.67	Gen. Fund	
SES EL Para	$19,623.78	$7,211.74	$1,156.00	$284.54	$15,000.00	$43,776.06	EL	206.211
At-Risk	$21,987.75	$8,078.29	$1,156.00	$318.74	$15,500.00	$43,776.06	At-Risk	
SSPs 1.25						$63,832.65		
						$349,532.12		
Reduction in Hours								
						$91,289.74		
Eliminate Vacant								
Preschool Teacher PK Grant						$82,285.67		
SES At-Risk						$47,035.28	At-Risk	
Transportation Supervisor						$106,409	General Fund	
						$235,729.95		

MINERAL COUNTY SCHOOL DISTRICT, NEVADA

GENERAL FUND - BUDGET BASIS
EXPENDITURES BY OBJECT
FOR THE YEAR ENDED JUNE 30, 2025
(Unaudited)



Benefits Increase by % 23-26

Budget Rates					
	FY23	**FY24**	**FY25**	**FY26**	**FY27**
PERS	29.75%	33.50%	33.50%	36.75%	36.75%
Workers Comp ($1,156)	2.98%	2.79%	2.80%	3.21%	3.11%
Medicare	1.45%	1.45%	1.45%	1.45%	1.45%
FICA	6.20%	6.20%	6.20%	6.20%	6.25%

Benefits Increase Actual Cost 23-26

	Insurance	PERS	W/C
FY24/25	$1,167,248.92	$2,037,339.01	$110,576.60
FY23/24	$1,154,989.35	$1,791,221.81	$103,179.65
FY22/23	$996,371.23	$1,338,891.22	$101,335.55

*Increased cost for insurance, PERS, and W/C from FY22/FY23 to FY24/25 = $878.566.53

FY26 PERS increase 3.25%, W/C increase .41%

Code: **CPA**
Adopted: June 24, 2006

Layoff/Recall - Administrative Personnel

The Board retains the right to determine when a layoff is necessary. Layoffs shall be by position. A reduction in hours does not constitute a layoff.

Performance will be the primary factor considered in the layoff process. The Board will consider license, qualifications, merit, competence, special training, additional educational attainments and other factors deemed relevant by the Board. Length of service may be considered.

The Board will retain, consistent with state law, the most capable and productive of the licensed and qualified employees needed to carry out the approved programs of the district's schools.

Administrative regulations shall be developed to implement this policy.

END OF POLICY

Legal Reference(s):

Code: **GDA3**
Adopted: June 24, 2006

GAA1. Assignment/Transfer

The Superintendent/designee shall be responsible for the transfer of licensed personnel. The Superintendent/designee shall approve assignment and transfer procedures in accordance with the appropriate collective bargaining agreement.

Subject to the provisions of a collective bargaining agreement, the Superintendent/designee shall have full power and authority to assign teachers, other licensed personnel, and principals to grades, classes, buildings and locations.

NO ADMINISTRATIVE REGULATION

END OF POLICY

Legal References

Code: **GCA3**
Adopted: June 24, 2006

GCA3. Transfers

1. Types of Directed Transfers

   Adjustment transfers and personnel shifts are periodically made necessary by increases or decreases in the enrollments in grades, classes, or schools and in response to other needs of the District. The District will make transfers based on the needs of the District, as well as the skills and abilities of the employees, or in accordance with the appropriate collective bargaining agreement.

   Any involuntary transfer or reassignment of an unlicensed employee must be based on the requirements of the position to be filled, the qualifications of available employees, and the interest of the District. Transfers or reassignments may not be made as a form of discipline. The District may reassign an unlicensed employee to a temporary assignment for fewer than thirty (30) days.

2. Procedure for Directed Transfers

   When it becomes necessary in the best interests of the District for an administrator or manager/supervisor to initiate action relative to a directed transfer of a classified employee, every effort will be made to ensure that such a transfer is mutually agreeable to all parties concerned. However, the final decision to make such a transfer rests with the District.

3. Promotions

   The District encourages employees to apply for promotional opportunities for which they are qualified. Promotions will be based on the ability, qualifications, and potential of the candidates for the positions. Employees interested in announced positions should express their interest in writing to the hiring administrator or manager/supervisor. The District will make selection decisions consistent with the District's policy on Appointment of Classified Personnel, *GCA1*.

NO ADMINISTRATIVE REGULATION

END OF POLICY

Legal References