

## SUPERINTENDENT APPLICANT PACKET

**Storey County School District**  
Virginia City, Nevada

**Keith Lewis**

Lead Consultant

---

Phone: (775) 443-5451  
Email: [modernducatehr@gmail.com](mailto:modernducatehr@gmail.com)

Website: <https://modernducatehr.com>



# Welcome to Storey County School District

## A Distinctive Place to Lead, Learn, and Live

The Storey County School District offers a rare opportunity to lead in a community where history, innovation, and strong relationships intersect. Serving students from early childhood through high school, the district is committed to providing a high-quality, student-centered education rooted in academic excellence, community pride, and personal responsibility.

As superintendent, you will lead a district where schools are central to the identity of the community and where your leadership can have a direct, visible, and lasting impact.

## About Storey County School District

Storey County School District is a small, close-knit district that values relationships, collaboration, and individual attention for students. With two elementary schools, one junior, and one senior high school, the district fosters continuity, strong student-adult connections, and a family-like school culture.

Educators in Storey County are deeply invested in their students and community. Families are engaged, supportive, and proud of their schools. Decision-making is nimble, allowing district leadership to innovate, respond quickly to student needs, and build meaningful partnerships.

This is a district where: 1) Leaders know their students, staff, and families personally, 2) Collaboration replaces bureaucracy, and 3) Vision and leadership are not diluted—they are felt every day

## A County Steeped in History and Community Pride

Founded in 1861, Storey County is one of Nevada's original counties and played a defining role in the state's history through the legendary Comstock Lode. Today, it retains its historic character while embracing thoughtful growth and opportunity.

Despite its small population, Storey County welcomes over a million visitors annually, creating a vibrant local economy and strong community identity. Residents enjoy a lifestyle rooted in authenticity, civic pride, and connection—values that directly support strong public schools.

## Virginia City – A Living Classroom

The county seat of Virginia City is more than a historic town—it is a living, breathing classroom. Designated as a National Historic Landmark, Virginia City offers unparalleled opportunities for place-based learning, community engagement, and cultural enrichment.

From historic architecture and museums to community events, arts, and local businesses, Virginia City provides students and educators with a learning environment unlike any other in Nevada—or the nation.

## **Innovation Meets Opportunity**

While deeply rooted in history, Storey County also sits at the center of Northern Nevada's economic transformation. The nearby Tahoe Reno Industrial Center—home to companies such as Tesla, Panasonic, and other advanced manufacturing and technology firms—has positioned the region as a global hub for innovation.

This growth has meaningful implications for the school district:

- Expanding career and technical education opportunities
- Partnerships that connect learning to real-world applications
- A community increasingly focused on workforce readiness, STEM, and future-focused education

For district leadership, this creates an exciting opportunity to bridge tradition with innovation, ensuring students are prepared for both college and emerging career pathways.

## **Building the Future in Virginia City**

Storey County School District is currently constructing a new K-8 school on the existing Virginia City High School campus. This investment will create a unified K-12 educational complex, strengthening continuity for students, enhancing collaboration among educators, and reinforcing the schools' central role in the community.

## **An Exceptional Quality of Life**

Storey County offers the best of both worlds:

- Small-town living with strong community ties
- Immediate access to Reno-Sparks, Lake Tahoe, and Northern Nevada amenities
- A pace of life that supports balance, family, and professional fulfillment

This is a place where leaders can thrive professionally while enjoying a rich and meaningful personal life.

## **Why Lead Here?**

Leading the Storey County School District means becoming part of a community that:

- Values its schools
- Trusts its leaders
- Honors its past while preparing for the future

For the right superintendent, this role offers not just a position—but a purpose-driven opportunity to shape the future of education in a truly distinctive place.





## STOREY COUNTY SCHOOL DISTRICT | VIRGINIA CITY, NEVADA

### Superintendent of Schools - Application Process and Instructions

Storey County School District invites qualified candidates to apply for the position of Superintendent of Schools. The application process is designed to ensure a fair, transparent, and efficient search in compliance with Nevada law.

#### APPLICATION REQUIREMENTS

A completed application packet must include the following:

1. Completed **Application for Superintendent**
2. **Letter of Interest**, addressing the candidate's qualifications, leadership experience, and interest in serving as Superintendent of Storey County School District
3. Current **Résumé**
4. Signed **Waiver of Potential Statutory Notice** (required)
5. Signed **Background Check Disclosure and Authorization** (required)

Incomplete application packets may not be considered.

#### IMPORTANT NOTICE REGARDING NEVADA OPEN MEETING LAW

In accordance with Nevada Open Meeting Law requirements, applicants are required to sign a Waiver of Potential Statutory Notice as part of the application process. The waiver relates to notice provisions under Nevada law that may apply when a public body discusses an individual's professional competence. Signing the waiver allows the Board of Trustees to consider applications and conduct the superintendent search selection process in a timely and efficient manner, consistent with Nevada Open Meeting Law requirements. Applicants who do not submit a signed waiver may not be considered in certain stages of the selection process.

#### SUBMISSION INSTRUCTIONS AND DEADLINE

All application materials must be received no later than: **February 16, 2026**

Applications should be submitted electronically, preferably by email, to:

**Keith Lewis | Modern EducateHR | [keith@moderneducatehr.com](mailto:keith@moderneducatehr.com)**

If electronic submission is not possible, candidates should contact **Keith Lewis** promptly to make alternative arrangements.

#### QUESTIONS

For questions regarding the application process, please contact:

**Keith Lewis | [keith@moderneducatehr.com](mailto:keith@moderneducatehr.com) | (775) 443-5451**

## ADDITIONAL INFORMATION

1. **Confidentiality Notice** – Applicant materials may be subject to disclosure under Nevada public records law. Storey County School District will comply with all applicable legal requirements regarding confidentiality and disclosure.
2. **Candidate Identity and Public Disclosure** – The identify of applicants will be treated as confidential to the extent permitted by Nevada law. Storey County School District does not intend to publicly release the names of candidates during the initial screening process. Applicant identities will only be publicly disclosed if and when Modern EducateHR recommends a slate of finalists to the Board of Trustees for consideration and the Board takes action to identify finalists for interview in compliance with Nevada Open Meeting Law requirements.
3. **Equal Opportunity Statement** – Storey County School District is an equal opportunity employer and does not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity or expression, age, national origin, disability, or any other status protected by law.



## STOREY COUNTY SCHOOL DISTRICT | VIRGINIA CITY, NEVADA

### Superintendent Candidate Profile

#### PURPOSE

The Storey County School District Board of Trustees seeks a superintendent who will serve as the chief executive officer of the district, providing visionary leadership while ensuring effective daily operations, strong governance, and compliance with all applicable federal, state, and local requirements. This candidate profile reflects the Board's expectations for leadership grounded in collaboration, accountability, and a deep commitment to student success within a small, rural Nevada community.

#### REQUIRED QUALIFICATIONS & ELIGIBILITY

*The Board seeks candidates who meet the following minimum qualifications:*

- Holds, or is eligible to hold, a Nevada administrative license authorizing service as a superintendent.
- Possesses a master's degree in education or a related field, or equivalent qualifications.
- Demonstrates progressively responsible experience in public school administration, including district- and/or site-level leadership.
- Brings experience in both instructional leadership and district operations, including finance and human resources.
- Is willing and able to work closely with the Board of Trustees and the Storey County community.

While not required, the Board also seeks candidates who meet the following preferred qualifications:

- A minimum of five (5) years of school administration experience at the school and/or district level, such as service as a principal, assistant principal, central office administrator, or comparable leadership role.
- Successful teaching experience at the elementary and/or secondary level.

In lieu of the experience and training requirements listed above, the Board may consider candidates who otherwise qualify under Nevada law to serve as a school district superintendent.

#### LEADERSHIP PROFILE AND DESIRED ATTRIBUTES

##### Instructional Leadership & Student Achievement

*The Board seeks a superintendent who:*

- Serves as a visible instructional leader committed to continuous improvement in curriculum, instruction, assessment, and student outcomes.
- Supports school principals and instructional staff through coaching, evaluation, and professional growth.
- Uses data and research to guide decisions that improve teaching and learning for all students.

- Maintains a clear focus on student achievement while balancing innovation with the realities of a small district setting.

## **Governance & Board Relations**

*The successful candidate will:*

- Clearly understand and respect the distinct roles of governance and administration.
- Work collaboratively with the Board of Trustees to implement Board-adopted policies and advance district goals.
- Provide sound, well-researched recommendations to support informed Board decision-making.
- Demonstrate integrity, consistency, and professionalism in all interactions with the Board.

## **District Operations and Fiscal Management**

*The Board desires a superintendent who:*

- Demonstrates strong fiscal oversight, including budget development, long-range financial planning, and resource allocation.
- Understands Nevada school finance, enrollment trends, and the fiscal impact of staffing and collective bargaining.
- Oversees district operations, facilities planning, and construction or renovation projects as needed.
- Ensures compliance with all federal, state, and local laws and regulations governing public education.

## **Staff Leadership & Human Resources**

*The ideal candidate will:*

- Foster a professional culture built on trust, respect, and accountability.
- Recruit, retain, and support high-quality staff through fair and effective personnel practices.
- Conduct timely and constructive evaluations that promote growth and continuous improvement.
- Demonstrate experience in labor relations and employee negotiations, where applicable.

## **Communication & Community Engagement**

*Storey County seeks a superintendent who:*

- Is approachable, accessible, and highly visible in schools and throughout the community.
- Communicates clearly, honestly, and consistently with staff, families, students, and community stakeholders.
- Serves as the primary spokesperson for the district, keeping the public informed about district operations, successes, and challenges.
- Builds strong relationships with parents, local agencies, government partners, and community organizations.

## **Community Values & Commitment**

*The Board seeks a leader who:*

- Respects and honors the traditions, values, and history of Storey County.
- Understands the unique opportunities and challenges of a small, rural school district.
- Demonstrates a genuine commitment to serving students and families from all backgrounds.
- Shows interest in long-term stability and becoming an engaged member of the Storey County community.

## **SUMMARY**

The Storey County School District seeks a superintendent who is a steady, principled, and student-focused leader. The Board desires a superintendent who will lead with integrity, manage district operations effectively, communicate transparently, and work collaboratively with the Board and community to ensure high-quality educational opportunities for every student while honoring the character and values of Storey County.



## STOREY COUNTY SCHOOL DISTRICT | VIRGINIA CITY, NEVADA

### Superintendent Search Timeline – Information for Candidates

This document outlines the anticipated sequence of events and key milestones for the Storey County School District Superintendent search. It is intended to provide prospective candidates with a general understanding of the search process, projected timelines, and important decision points.

Storey County School District seeks to conduct a professional, inclusive, and well-organized search that allows for meaningful engagement by the Board of Trustees and stakeholders while remaining respectful of candidates' time and commitments. Dates included below are projections and may be adjusted as needed to meet statutory requirements, Board availability, or evolving needs of the search.

While the District and its search consultant, Modern EducateHR, will make every effort to adhere to this timeline, candidates should note that dates may be adjusted as necessary to comply with Nevada Open Meeting Law requirements, accommodate Board scheduling needs, or respond to circumstances that arise during the search process. Any material adjustments will be communicated promptly to candidates who remain under consideration.

Candidates are encouraged to review the timeline carefully, as it outlines:

- The projected posting and application period
- The screening and finalist selection process
- Anticipated interview dates
- The expected timeframe for superintendent selection and contract approval
- Transition and entry planning expectations

Candidates advancing in the process will be notified promptly of any significant timeline adjustments.

#### Phase 1: Finalization of Superintendent Profile

##### **Date: January 14, 2026**

The Board of Trustees and Modern EducateHR met during a duly noticed Board meeting on December 30, 2025, to finalize the Superintendent Profile, including district priorities, leadership attributes, desired qualifications, and an anticipated salary range for the position. Finalizing the Superintendent Profile and salary range at this meeting allows recruitment and advertising activities to proceed immediately.

#### Phase 2: Posting, Advertising, and Active Recruitment

##### **Date: January 15 – February 22, 2026**

The Superintendent position will be posted and broadly advertised beginning January 15, 2026. Applications will be accepted for a thirty-nine day period, concluding on February 22, 2026.

Throughout this phase, recruitment efforts will include:

- Broad distribution of the vacancy through professional education networks

- Targeted outreach to experienced and qualified leaders
- Ongoing communication with prospective applicants regarding process and expectations

These efforts are designed to generate a strong and competitive candidate pool.

### **Phase 3: Stakeholder Survey**

**Date: January 20 – February 10, 2026**

During the recruitment period, Modern EducateHR will administer a stakeholder survey to gather input from staff, parents, and community members regarding district priorities and desired superintendent characteristics. Results of the survey will help inform the screening and interview process.

### **Phase 4: Screening and Preliminary Candidate Review**

**Date: February 23 – March 6, 2026**

Following the application deadline, submitted materials will be reviewed to assess qualifications, leadership experience, and alignment with district priorities. This phase may include reference checks and preliminary background review as appropriate.

A group of well-qualified candidates will be identified for further consideration.

### **Phase 5: Presentation and Selection of Finalists**

**Date: March 11, 2026**

Following completion of candidate screening and reference checks, Modern EducateHR will present the Board of Trustees with a group of finalists for consideration. The identification of finalists and Board action to advance candidates to the interview phase is anticipated to occur during a duly noticed Board meeting on or about March 11, 2026. *Agenda would need to be posted by 9:00 a.m. on Thursday, March 5, 2026.*

During this meeting, the Board will determine which candidates will advance to the interview phase. If necessary to maintain momentum in the search process, the Board may elect to schedule an alternate or additional special meeting in compliance with Nevada Open Meeting Law.

### **Phase 6: Candidate Interviews**

**Date: March 20**

Finalist interviews are anticipated to take place during specially scheduled meetings in mid-March. Based on the overall timeline and the need to provide reasonable travel and preparation time, interviews are expected to occur on or around March 20, 2026. *Agenda would need to be posted by 9:00 a.m. on Tuesday, March 17, 2026.*

The interview process may occur over one or two days, depending on the structure of the interviews and any approved stakeholder participation. Candidates will receive detailed information in advance regarding interview expectations, format, and participants.

Following interviews, the District may elect to conduct an additional interview with a finalist prior to selection. All interview-related meetings and actions will be conducted in compliance with Nevada Open Meeting Law.

## **Phase 7: Selection of Superintendent and Contract Development**

**Anticipated Superintendent Selection Date: March 20, 2026**

**Contract Development and Approval Window: March 20 – April 22, 2026**

Following completion of finalist interviews, the Board of Trustees anticipates selecting a preferred candidate during a duly noticed meeting held in conjunction with the interview process, expected to occur on or about March 20, 2026.

Upon selection, the District, with support from Modern EducateHR, will immediately proceed with contract development and negotiations, with the goal of finalizing an employment agreement as expeditiously as practicable.

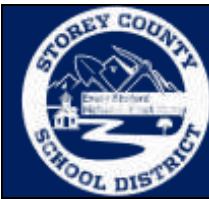
Since the next regularly scheduled board meeting is not until April 22, 2026, it is anticipated that the proposed contract will be presented to the Board for approval at a special meeting once contract terms are finalized and agenda items can be properly noticed in compliance with Nevada Open Meeting Law.

## **Transition and Entry Planning**

**Date: March – June 2026**

Following appointment, Modern EducateHR will support transition planning between the Board and the new Superintendent, including initial goal-setting and entry planning, consistent with the Scope of Work.

A start date of **July 1, 2026**, or another mutually agreed date, may be established by the Board.



# STOREY COUNTY SCHOOL DISTRICT

## SUPERINTENDENT APPLICATION

### APPLICATION INSTRUCTIONS

Thank you for your interest in the position of Superintendent of Schools for Storey County School District. Please complete this application in full and submit all required materials by the deadline indicated in the official vacancy announcement. Incomplete applications may not be considered.

Applicants are encouraged to review the Superintendent Candidate Profile before submitting materials.

### APPLICANT INFORMATION (Please type or print)

#### Full Legal Name

**First Name** Click or tap here to enter text.

**Middle Initial** Click or tap here to enter text.

**Last Name** Click or tap here to enter text.

#### Current Address

**Street** Click or tap here to enter text.

**City** Click or tap here to enter text.

**State** Click or tap here to enter text.

**Zip Code** Click or tap here to enter text.

#### Contact Information

**Primary Phone** Click or tap here to enter text.

**Cell Phone** Click or tap here to enter text.

**Email Address** Click or tap here to enter text.

#### Are you authorized to work in the United States?

Yes  No

### PROFESSIONAL CREDENTIALS

#### Current Education License

**State of License** Click or tap here to enter text.

**License #** Click or tap here to enter text.

**Expiration Date** Click or tap here to enter text.

#### Do you hold, or are you eligible to obtain, a valid Nevada Administrator's license?

Yes  No

#### Other relevant administrative licenses or certifications

Click or tap here to enter text.

## PROFESSIONAL EXPERIENCE SUMMARY

**Please provide a brief overview of your experience as it relates to the superintendent role, including district size, scope of responsibility, and key leadership accomplishments.**

Click or tap here to enter text.

## EMPLOYMENT INFORMATION

### Current Employer

**Employer Name** Click or tap here to enter text.  
**Years with Current Employer** Click or tap here to enter text.

### Current Employer Address

**Street** Click or tap here to enter text.  
**City** Click or tap here to enter text.  
**State** Click or tap here to enter text.  
**Zip Code** Click or tap here to enter text.

### Responsibility

**How many people do you supervise in your current role?** Click or tap here to enter text.  
**What is the total amount of the budget you administered?** Click or tap here to enter text.

### Supervisor with Current Employer

**Supervisor Name** Click or tap here to enter text.  
**Supervisor Title** Click or tap here to enter text.  
**Supervisor Cell Phone #** Click or tap here to enter text.  
**Supervisor Email Address** Click or tap here to enter text.

### Present Contractual Situation

**What is the length, in years, of your current contract?** Click or tap here to enter text.  
**When does your current contract expire?** Click or tap here to enter text.  
**Approximately, what is your total annual compensation?** Click or tap here to enter text.  
**What total annual compensation are you expecting (explain)?** Click or tap here to enter text.

### Previous Employer (if applicable)

**Previous Employer Name** Click or tap here to enter text.  
**Years with Previous Employer** Click or tap here to enter text.

## EDUCATION

**Highest Degree Earned** Click or tap here to enter text.  
**Additional Degrees of Relevant Training** Click or tap here to enter text.

## PROFESSIONAL DISCLOSURES

**Conflict of Interest Disclosure** – Do you have any current or reasonably anticipated personal, professional, or financial interests that could create a conflict of interest, or the appearance of a conflict of interest, if appointed Superintendent for Storey County School District?

Yes       No

If you answered “Yes” above, please briefly describe the nature of the potential conflict and any steps taken or proposed to mitigate it. [Click or tap here to enter text.](#)

**Reference Permission** - Please indicate your preference regarding reference checks:

- All current and former employers and professional references may be contacted.
- Former employers and professional references may be contacted, but please do not contact my current employer unless I am named a finalist.
- Please do not contact references without prior notification to me.

## BACKGROUND & ELIGIBILITY QUESTIONS

- Yes       No      Have you ever had a teacher, administrative, other license, or certificate suspended or revoked in any state?
- Yes       No      Are you presently being investigated or under a procedure to consider your discharge for misconduct by your present or any past employers?
- Yes       No      Have you ever been formally reprimanded, disciplined, discharged, or asked to resign from current or prior position, or have you ever been advised that your contract will not be renewed?
- Yes       No      Have you ever resigned from a prior position without being asked under circumstances involving your employer’s investigation for sexual misconduct with another person, mishandling of funds, or criminal conduct?
- Yes       No      Have you ever been charged with, pleaded guilty or “no contest” to, or been convicted of any crime involving sexual abuse of any person or any other crime of moral turpitude?
- Yes       No      Have you ever been convicted of a misdemeanor and/or felony, or ever entered a plea of guilty or a plea of “no contest”, or has any court deferred further proceedings without entering a finding of guilty, or placed you on probation for a crime? A conviction will not automatically disqualify an applicant.

If you answered “Yes” to any of the previous six (6) questions: (1) fully describe the circumstances giving rise to each affirmative response, including relevant dates, places, and people involved in the incident and in any proceeding or investigation; (2) if the circumstances giving rise to your affirmative response involve allegations of criminal conduct, give the name of the investigating body and the disposition of the investigation, as well as the name and address of any court involved and the final resolution of the case. [Click or tap here to enter text.](#)

## REQUIRED AUTHORIZATIONS AND ACKNOWLEDGEMENTS

**Authorization for Background Investigation and Release** - I authorize Storey County School District and its representatives to investigate all statements contained in this application and any accompanying materials as may be necessary in arriving at an employment decision. Such investigation may include contacting law enforcement agencies, current and former employers, professional references, and other persons or entities with relevant information regarding my background, qualifications, or employment history.

I hereby release and agree to hold harmless Storey County School District and any person or entity that, in good faith, provides information pursuant to this authorization from any and all liability arising from such disclosure.

Yes      Please initial to verify your authorization: [Click or tap here to enter text.](#)

**Open Records Acknowledgment** – I understand that application materials may be subject to disclosure under Nevada public records laws.

Yes      Please initial to verify you understand: [Click or tap here to enter text.](#)

## APPLICATION CERTIFICATION AND SIGNATURE

I certify that the information provided in this application and in any accompanying materials is true, complete, and accurate to the best of my knowledge. I understand that any false, misleading, or omitted information may result in disqualification from consideration or termination of employment if discovered at a later date.

**Signature of Applicant:** \_\_\_\_\_ **Date:** [Click or tap to enter a date.](#)

**Incomplete applications may not be considered.**



## STOREY COUNTY SCHOOL DISTRICT | VIRGINIA CITY, NEVADA

### Waiver of Potential Statutory Notice

As Storey County School District prepares to review applicants for Superintendent, we want to ensure you understand provisions of Nevada law that may affect this process.

Under the Nevada Open Meeting Law, NRS 241.033, a public body may not hold a meeting to consider a person's character, alleged misconduct, or professional competence without providing that person written notice. In addition, under NRS 241.020, if any portion of a meeting will be closed to consider a person's character, alleged misconduct, or professional competence, the public body must include the name of the person on the meeting agenda.

To allow the Board of Trustees to consider applications and conduct the superintendent selection process in a timely and efficient manner, consistent with Nevada Open Meeting Law requirements, applicants are requested to voluntarily waive any notice rights they may have under NRS 241.033 and NRS 241.020 for purposes of this selection process.

Without a signed waiver, the process may be delayed, or the Board may proceed without considering your application at certain stages of the selection process.

If you have questions, please contact Keith Lewis at [keith@modernducatehr.com](mailto:keith@modernducatehr.com)

### ACKNOWLEDGMENT AND WAIVER

I understand that I may have rights to notice under NRS 241.033 and NRS 241.020, and I voluntarily waive any and all such notice rights under these statutes for purposes of being considered during the Storey County School District Superintendent selection process.

---

**Name**

---

**Date**

---

**Signature**



## STOREY COUNTY SCHOOL DISTRICT | VIRGINIA CITY, NEVADA

### Background Check Disclosure and Authorization

As part of the selection process, and consistent with applicable law, Storey County School District may obtain a consumer report and/or investigative consumer report for employment purposes through its search firm, Modern EducateHR, and a consumer reporting agency.

This report may include information regarding your professional history, employment verification, education, criminal history, licensure, and other information permitted by law.

I understand that a background check will be conducted only if I am selected as a finalist for the position.

By signing below, I authorize Storey County School District and its agent, Modern EducateHR, to obtain and use such reports for employment purposes.

I understand that I have the right to request the nature and scope of any investigative consumer report and to dispute the accuracy of any information contained in a report, as provided by law.

This authorization remains valid throughout the selection process.

---

**Name**

---

**Date**

---

**Signature**



## STOREY COUNTY SCHOOL DISTRICT | VIRGINIA CITY, NEVADA

### Superintendent Search - Frequently Asked Questions

#### **When does the application period close?**

The application period is expected to close on **February 16, 2026**.

#### **When will candidates be notified if they are selected to advance?**

Following the application deadline, candidates will be screened in mid- to late February. Finalists are anticipated to be identified by the Board in early March. Candidates selected to advance will be contacted directly.

#### **When are finalist interviews expected to take place?**

Finalist interviews are anticipated to occur on **March 16-17, 2026, or March 24-25, 2026**. Candidates selected for interviews will be notified as early as possible to assist with travel and scheduling.

#### **Will interviews be conducted in person or virtually?**

Finalist interviews are expected to be conducted **in person**. Additional details regarding the interview format and schedule will be shared with finalists.

#### **When will the superintendent be selected?**

The Board of Trustees anticipates selecting a preferred candidate **during the interview process in mid-March 2026**, following completion of finalist interviews and required Board deliberations.

#### **When will the superintendent's contract be approved?**

The District's goal is to finalize an employment agreement as expeditiously as practicable. Since the next regularly scheduled board meeting is not until April 22, 2026, it is anticipated that the proposed contract will be presented to the Board for approval at a special meeting once contract terms are finalized and agenda items can be properly noticed in compliance with Nevada Open Meeting Law.

#### **What is the anticipated start date for the new superintendent?**

The anticipated start date is **July 1, 2026**, or another mutually agreed-upon date.

#### **Can the timeline change?**

While the District intends to follow the published timeline, adjustments may be necessary to comply with Nevada Open Meeting Law or Board scheduling needs. Any significant changes will be communicated promptly to candidates who remain under consideration.

#### **Who is managing the search process?**

The search is being facilitated by **Modern EducateHR**, in partnership with the Churchill County School District Board of Trustees.

# PERS at a Glance

- PERS provides secure lifetime retirement benefits to eligible members.
- PERS was created by the NV Legislature in 1947 and we have grown to serve over 100,000 members and 45,000 benefit recipients.
- A 7-member Board of Trustees governs the system
- The system's assets are invested for the exclusive benefit of members and beneficiaries of the fund.
- Over 190 public employers participate in PERS.
- Informational programs are offered in both Las Vegas and Carson City offices.
- After 90 days of employment you can set up your own online member account at: [www.nvpers.org](http://www.nvpers.org)
- Our knowledgeable call center representatives are available to assist you Monday through Friday, 8:00 AM to 5:00 PM.
- Member Statements are completed yearly and accessible through your secure member account. Notification of the Member Statement is sent to your public employer.

# PERS Mission



## *It is the mission of PERS to provide:*

- **Employers** with the ability to attract and retain quality public employees
- **Members** with reasonable benefits at retirement
- **The people of Nevada** with the full benefit of well trained public employees

### Review your Summary Plan Description

You will find this publication on our website homepage under Publications.

We recommend all new members review the Summary Plan Description for more information regarding the benefits available to you.

## New Member Booklet

Members enrolled on or after July 1, 2015

### Carson City

693 W. Nye Lane  
Carson City, NV 89703  
(775) 687-4200  
Fax: (775) 687-5131

### Las Vegas Eastern

5740 S. Eastern Ave., Suite  
120 Las Vegas, NV 89119  
(702) 486-3900  
Fax: (702) 678-6934

**Toll free: 1-866-473-7768**

Website: [www.nvpers.org](http://www.nvpers.org)

*This document has been prepared for members of the Public Employees' Retirement System of Nevada to provide general information.*

*It is based on retirement law effective from the 78th session of the Nevada Legislature, 2015. This is not a legal document, nor is it intended to serve as a basis for legal interpretation. Official legal reference may be found in the Nevada Revised Statutes.*

# Welcome to the Public Employees' Retirement System of Nevada

As a new employee, you are now eligible to participate in a valuable benefit of public employment; a secure defined benefit program.

## PERS Contribution Plans

### Welcome to the Public Employees' Retirement System of Nevada

As a new employee, you are now eligible to participate in a valuable benefit of public employment; a safe and secure defined benefit program.

### Employer Pay Contribution Plan (EPC)

Under this **pre-tax** plan, the employer pays the total PERS contribution on your behalf. You pay for your half of the PERS contribution through a salary reduction or in lieu of a pay raise. Employer paid contributions are not deposited into your member account and are **not** refundable if you terminate from your employment.

### Employee/Employer Contribution Plan

Under this **post-tax** plan, you and your employer share equally in the contribution to PERS. Your after tax contribution is refundable upon the termination of your employment, in lieu of the monthly benefit you may have earned, if any.

When hired into your PERS eligible position, you may have a choice between the two plans or you may be required to enroll into the EPC plan. The choice of contribution plan will depend upon the employer for which you work.

If you are not sure which plan you are contributing under, contact us or your employer's payroll office.

## Benefit Packages

### Service (Regular) Retirement

Eligible after 5 years of employment.

### Disability Retirement

Eligible after 5 years of employment. (Special conditions apply)

### Survivor Benefits

Eligible survivors may receive benefits, if the member has 2 or more years of service and dies as an active member. An additional benefit is available for a surviving spouse/domestic partner of an active member killed in the line of duty or in the course of employment regardless of service credit.

## Eligibility for Retirement Benefits

Eligibility for service retirement benefits for newly enrolled members after July 1, 2015 are as follows:

### Regular Members

Years of Service	Retirement Age
5 years	65
10 years	62
30 years	55
33.3 years	Any Age

### Police/Fire Members

Years of Service	Retirement Age
5 years	65
10 years	60
20 years	50

## How are benefits calculated?

When you are eligible to retire, your benefit will be calculated based on the following factors:

### Your Service Credit

Total years, months and days worked.

### Your Average Compensation

Average of the highest 36 consecutive months of PERS eligible salary you received while employed.

### Benefit Formula

Service Credit x 2.25% x Average Monthly Compensation = Unreduced Benefit for **Regular Members**

Service Credit x 2.5% x Average Monthly Compensation = Unreduced Benefit for **Police/Fire Members**

### Calculation Example

<b>Regular</b>	$20 \text{ years} \times 2.25\% = 45\%$ $45\% \times \$2,500.00 \text{ average comp} = \$1,125.00 \text{ monthly lifetime benefit*}$
----------------	---

<b>Police/Fire</b>	$20 \text{ years} \times 2.5\% = 50\%$ $50\% \times \$2,500.00 \text{ average comp} = \$1,250.00 \text{ monthly lifetime benefit*}$
--------------------	--

\*If under the required retirement age, an early retirement reduction of 6% for each early year will be subtracted from your monthly benefit.

