

MEMORANDUM OF AGREEMENT

This MEMORANDUM OF AGREEMENT (Agreement) is made and entered into by and between the WASHOE COUNTY SCHOOL DISTRICT (District) and the WASHOE EDUCATION SUPPORT PROFESSIONALS (WESP), collectively referred to as the "Parties." Subject to final approval by the District Board of Trustees and WESP, the effective date of this Agreement is July 1, 2025, and this Agreement shall automatically expire on June 30, 2026.

TERMS OF AGREEMENT

1. This Agreement is to memorialize an agreement between the District and WESP that provides for an extension for the 2025-2026 fiscal year of the Critical Shortage Compensation Adjustment (CSCA) process and compensation incentive package for Education Support Professional (ESP) employees and positions in response to a critical labor shortage.

Critical Shortage Compensation Adjustment (CSCA) Process and Package

Critical Shortage Compensation Adjustments will remain in effect through June 30, 2026. CSCA compensation shall be considered separate from an employee's base wages.

Positions currently identified as CSCA eligible based on the defined criteria outlined in the previous agreement regarding CSCA compensation and extended in this agreement are:

Transportation (Factor B)	Housekeeping (Factor A)	Nutrition Services (Factor A)
On-Call Bus Driver	Custodian	Nutrition Worker I
Bus Driver	Utility Crew Custodian II	NS Elem Roving Manager
Dispatch Technician I		Nutrition Services Cook
Transportation Excursion Tech I		Nutrition Services Elem Mgr.
BTW Instructor/Evaluator		Nutrition Serv Asst Mgr. II
Transportation Opening Coord		Lead Cook
Transportation Training Coord		Lead Nutrition Worker
Transportation SpEd Tech		Nutrition Manager I

2. Except as provided in Section 3 of this Agreement, if an ESP employee in a CSCA position applies for and is selected for a position that is not eligible for CSCA, their salary placement shall be based upon their current base salary absent any CSCA payments.
3. If, during the effective period of this Agreement, an ESP employee in a CSCA position promotes into a higher grade ESP position within Transportation, Housekeeping, or Nutrition Services, then the new salary placement for that employee shall be based upon their current base salary plus any CSCA payments.
4. This Agreement is executed by the parties under the provisions of NRS Chapter 288, and with recognition and acknowledgement that the WESP is the recognized bargaining agent under NRS Chapter 288 for Collective Bargaining Agreement (CBA) related disputes for collective bargaining unit members.

5. This Agreement contains the entire agreement of the Parties on the matters covered herein. All previous agreements, statements, or promises are superseded by this Agreement and no other agreement, statement, or promise not expressly set forth herein and signed by both Parties shall be binding.
6. This Agreement is governed and construed in accordance with the laws of the State of Nevada and the CBA. All disputes arising out of or in connection with this Agreement shall follow the grievance process designated in the 2023-2027 CBA.
7. This Agreement shall not be precedent setting in nature.

On Behalf of

WASHOE COUNTY SCHOOL DISTRICT

By: _____

Joe Ernst, Superintendent

8/13/25

Date

On Behalf of

WASHOE EDUCATION SUPPORT PROFESSIONALS

By: _____

Karen Thompson, President

8/13/25

Date