



Washoe County School District

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Board of Trustees: Beth Smith, President * Adam Mayberry, Vice President * Alex Woodley Clerk
Christine Hull * Diane Nicolet * JJ Phoenix * Colleen Westlake * Joe Ernst, Superintendent

MEMORANDUM OF UNDERSTANDING

This MEMORANDUM OF UNDERSTANDING ("Agreement") is made and entered into by and between the WASHOE COUNTY SCHOOL DISTRICT ("District") and the WASHOE SCHOOL PRINCIPALS' ASSOCIATION ("WSPA"). This Agreement is effective the last date both parties affix authorized signatures, whichever is later, and is not retroactive.

AGREEMENT

1. This Agreement resolves the dispute between the District and WSPA regarding the methodology used to calculate Fiscal Year 2026 ("FY26") salaries for individuals who served as Deans during Fiscal Year 2025 ("FY25"), who subsequently became represented by WSPA, and who remained employed in Dean positions during FY26.
2. This Agreement further memorializes the understanding of the parties and resolves the grievance presented by WSPA concerning the inadvertent payment of SB231/SB500 compensation to Deans during FY26 and the District's obligation to recoup those payments.
3. In consideration of the terms set forth in this Agreement, the parties agree that the SB231/SB500 payments inadvertently issued to Deans during FY26 were not contractually authorized and shall be recouped by the District from the affected Deans in an upcoming payroll cycle, in accordance with applicable law and payroll practices.
4. In recognition of WSPA's request for a mitigating measure during the transition for the individuals serving as Deans, as set forth in Section 1, the District agrees to provide each individual who served as a Dean in FY25 and who remained a Dean in FY26 with a one-time, non-recurring stipend in the gross amount of Two Thousand Five Hundred Dollars (\$2,500). This stipend shall be paid in a single payment and shall not be considered base salary or precedent-setting for future compensation.
5. This Agreement solidifies the parties' mutual understanding and agreement that individuals who served as Deans during FY25, who became represented by WSPA, and who remain employed as Deans during FY26 shall transition to and be placed on the New Revised Administrator Salary Schedule effective at the start of Fiscal Year 2027 ("FY27") if they continue to remain in a Dean position. Deans will be placed on the New Revised Administrator Salary Schedule in FY27 at the closest step above their FY26 salary. This placement will transition these Deans to the New Revised Administrator Salary Schedule and the placement will also count as their step increase for FY27.
6. In addition, the parties agree that individuals who were previously placed on the non-site factor salary schedule shall not be eligible for the stipend described in Section 4. Such individuals shall transition to the New Revised Administrator Salary Schedule effective July 1, 2026, and shall be placed at the closest step above their FY26 salary. This placement shall also constitute the individual's step increase for FY27.
7. This Agreement constitutes full and final resolution of the grievance dated November 10, 2025, filed by WSPA regarding the professional compensation of Deans. Upon execution of this Agreement, WSPA withdraws the grievance and releases the District from any and all claims, demands, or liabilities arising out of or related to the matters addressed herein.
8. This Agreement is executed by the parties under the provisions of NRS Chapter 288, and with recognition and acknowledgement that WSPA is the recognized bargaining agent under NRS Chapter 288 for employees who require an administrative license pursuant to NAC 391.160 and/or the School District job description for the position, except those Administrators who are excluded by NRS Chapter 288.



9. This Agreement is entered into without admission of liability or wrongdoing by either party and shall not be cited as precedent in any future matter, grievance, negotiation, or proceeding, except as necessary to enforce its terms. This Agreement constitutes the entire agreement of the parties with respect to the matters covered herein. No other agreement, statement, or promise not set forth in writing and signed by both parties shall be binding.
10. This Agreement shall be governed by and construed in accordance with the laws of the State of Nevada. Any and all disputes arising out of or in connection with this Agreement shall be litigated only in a court of competent jurisdiction in Washoe County, State of Nevada, and the parties hereby expressly consent to the jurisdiction of said court.

WASHOE COUNTY SCHOOL DISTRICT ,
a political subdivision of the State of Nevada


Joe Ernst, M.Ed.,
Superintendent, WCSD

2/23/26
Date

WASHOE SCHOOL PRINCIPALS' ASSOCIATION


Colbee Riordan
President, WSPA

12/28/25
Date