



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 in understanding between the District and WSPA regarding the calculation of the daily rate of pay for administrators in the 2025-2027 WSPA Negotiated Agreement.
2. In exchange for the consideration outlined in this Memorandum of Understanding for the 2025-2027 WSPA Negotiated Agreement, the parties agree that the daily rate of pay for all administrators shall be defined as follows:
 - a. $\text{Daily Rate} = \text{Annual Base Salary} \div 249 \text{ days}$
3. This divisor represents the number of workdays for administrators and reflects the standard established under Article 15 of the WSPA Negotiated Agreement. The parties acknowledge that this definition applies to calculations across all positions covered under the WSPA negotiated agreement.
4. In recognition of WSPA's request for a mitigating measure during the transition to the standardized 249-day calendar, the District agrees to provide each eligible administrator with an eleventh (11th) day of vacation (Article 9.6.4) or sick leave (Article 12.6) cash-out to be processed at the end of each fiscal year covered by the 2025-2027 WSPA Negotiated Agreement.
5. This agreement shall bring formal resolution to the grievance dated November 10, 2025, filed by WSPA regarding the daily rate of pay.
6. 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.
7. This Agreement contains the entire agreement of the parties on the matters covered herein. No other agreement, statement, or promise made by either party that is not in writing and signed by both parties shall be binding.
8. 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 2/23/26
Joe Ernst, M.Ed.,
Superintendent, WCSD

WASHOE SCHOOL PRINCIPALS' ASSOCIATION

Colbee Riordan 12/28/25
Colbee Riordan
President, WSPA

