



Washoe County School District

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Board of Trustees: Adam Mayberry, President * Alex Woodley, Vice President * Christine Hull, Clerk
Diane Nicolet * JJ Phoenix * Beth Smith * 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 July 1, 2026.

AGREEMENT

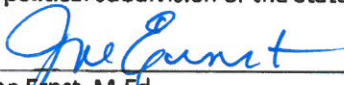
1. This Agreement memorializes the understanding between the District and WSPA regarding the revision of Article 1.2 of the WSPA Negotiated Agreement to clarify the definition of "Administrator" for purposes of unit recognition and application of the Agreement.
2. The parties acknowledge that the current language in Article 1.2, which references positions requiring an administrative license pursuant to NAC 391.160 and/or the job description, does not sufficiently distinguish between administrative licensure associated with school-based leadership positions and other administrative or programmatic positions, which has created ambiguity regarding the positions appropriately included within the WSPA bargaining unit.
3. The parties further acknowledge that the District designates certain positions for which a professional administrator of a school license or endorsement, within the licensure framework established under NAC Chapter 391 and aligned with Nevada Department of Education licensure requirements and the correlation directory, is required by the District and/or the job description, and that these positions share a distinct community of interest associated with school-based administrative leadership responsibilities, including supervision of school operations, licensed instructional staff, student programming, and site-based administration.
4. Accordingly, the parties agree to revise Article 1.2 to read as follows:
 - a. "The term 'Administrator' as used in this Agreement shall refer to positions designated by the District for which an administrative license endorsement as a professional administrator of a school, within the licensure framework established under NAC Chapter 391 and aligned with Nevada Department of Education licensure requirements and the correlation directory, is required by the District and/or the job description, except those Administrators who are excluded by NRS Chapter 288. 'Administrator' shall include, but not be limited to, Principals, Assistant Principals, Deans, Special Education Coordinators, and English Language Development Coordinators."
5. The parties agree that this clarification is intended to ensure proper alignment of positions within the WSPA bargaining unit based on licensure requirements, including the distinction between school-based administrators and other administrative classifications, and shall apply to current unit members and prospectively to all positions covered by this Agreement.
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 occupying positions designated by the District for which a professional administrator of a school license or endorsement pursuant to NAC Chapter 391 is required by law, the Nevada Department of Education, and/or the job description, except those Administrators who are excluded by NRS Chapter 288.
7. 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.

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, M.Ed.,
Superintendent, WCSD

6/9/26
Date

WASHOE SCHOOL PRINCIPALS' ASSOCIATION


Colbee Riordan
President, WSPA

5-8-26
Date