



Washoe County School District

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Board of Trustees: Adam Mayberry, President * Alex Woodley, Vice President * Christine Huff, 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 EDUCATION ASSOCIATION ("WEA"). This Agreement is effective July 1, 2025.

AGREEMENT

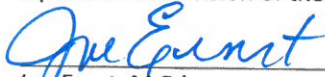
1. This Agreement memorializes the understanding between the District and WEA regarding the modification of Article 24.1.2.1 of the WEA Negotiated Agreement (2025–2027), which establishes salary incentives for hard-to-fill teaching positions under Assembly Bill 398 from the 2025 Nevada Legislative Session.
2. The parties acknowledge that Article 24.1.2.1 established a tiered distribution structure for AB398 funding allocated to the District, including Tier #1 for specified Special Education classifications and programs, Tier #2 for specified Special Education and Early Childhood classifications and programs, and Tier #3 for teachers assigned to qualifying Title I schools with identified vacancy rates.
3. The parties further acknowledge that this Agreement is entered into pursuant to Article 24.1.2.3, which provides that the parties will meet to discuss a Memorandum of Understanding (MOU) if the surplus distribution formula would violate State guidance and/or result in surplus distribution payments exceeding amounts otherwise due under Tiers #1 through #3. Based on the current AB398 funding allocation and implementation analysis, the parties determined that the surplus distribution formula would result in payments exceeding amounts due under one or more higher-priority tiers. As a result, the District and WEA met and conferred collaboratively to modify the distribution formula in a manner consistent with Article 24.1.2.3, State guidance, and the purpose of AB398 funding.
4. The parties agree that Article 24.1.2.1 shall be modified to include all teachers assigned to Picollo School in Tier #1 for both FY26 and FY27. Accordingly, all teachers assigned to Picollo School shall be eligible to receive the Tier #1 salary differential of 7.5% of base pay.
5. The parties agree that Article 24.1.2.1 shall be further modified to adjust the Tier #2 salary differential from 3.75% of base pay to 5.0% of base pay for both FY26 and FY27.
6. The parties acknowledge that the compensation described in this Agreement is contingent upon the availability of State funding allocated to the District for hard-to-fill teaching position incentives and must be implemented consistent with applicable law, State guidance, legislative authorization, and any funding requirements or restrictions imposed by the State. If State funding, State guidance, legislative authorization, or applicable law prevents implementation of this Agreement as written, the District and WEA agree to meet and confer regarding any necessary modification.
7. Except as expressly modified by this Agreement, Article 24.1.2 and all other provisions of the WEA Negotiated Agreement shall remain in full force and effect.
8. This Agreement is executed by the parties under the provisions of NRS Chapter 288, and with recognition and acknowledgement that WEA is the recognized bargaining agent under NRS Chapter 288 for employees within the WEA bargaining unit pursuant to NAC 391.160 and the WEA negotiated agreement, except those 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.

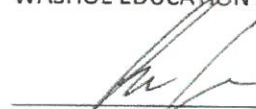
10. This Agreement shall be governed by and construed in accordance with the laws of the State of Nevada. Any and all disputes arising out of or in connection with this Agreement shall be litigated only in a court of competent jurisdiction in Washoe County, State of Nevada, and the parties hereby expressly 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

6/19/26
Date

WASHOE EDUCATION ASSOCIATION


Calen Evans
President, WEA

6/2/26
Date