



Washoe County School District

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Board of Trustees: Adam Mayberry, President * Alex Woodley, Vice President * Christine Huil, 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 August 11, 2025.

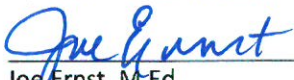
AGREEMENT

1. This Agreement memorializes the understanding between the District and WEA regarding the modification of Article 24.12 of the WEA Negotiated Agreement (2025–2027) to remove the fixed daily rate for Summer School/Intersession and establish a District-determined compensation structure for such assignments, which are separate, independent positions performed outside of an employee's regular contracted duties and compensated independently from the salary provisions of the WEA Negotiated Agreement.
2. The parties acknowledge that the current language in Article 24.12 establishing a rate of \$150 per day for Summer School/Intersession does not align with the District's operational model for such assignments, results in compensation levels below those historically offered, and limits the District's ability to implement a consistent and scalable compensation framework across programs. The parties further acknowledge that the current rate may negatively impact the District's ability to recruit a sufficient number of qualified individuals to staff Summer School and Intersession programs.
3. The parties agree that Article 24.12 shall be modified to remove the fixed daily rate and that participation in Summer School, Intersession, and similar assignments performed outside of an employee's regular contracted duties shall be compensated in accordance with a District-established pay table applicable to all eligible individuals. These assignments shall be considered separate, independent positions and are not governed by the compensation provisions of the WEA Negotiated Agreement, unless explicitly stated otherwise. The District shall establish and publish such pay tables for independent instruction and professional development, which shall include:
 - a. A standard rate of \$30.00 per hour, consistent with the historically applied rate, for assignments including, but not limited to: Summer School, Intersession, Intervention, Tutoring, Extended School Year (ESY), Rise Academy, Professional Development (PD) work paid through stipends, and other supplemental assignments not explicitly covered by a negotiated agreement; and
 - b. A rate of \$35.00 per hour for Summer School Site Facilitators, consistent with the historically applied rate; and
 - c. A rate of \$40.00 per hour for Nurses, consistent with the historically applied rate for assignments including, but not limited to: Summer School, Intersession, Extended School Year (ESY), and other supplemental assignments not explicitly covered by a negotiated agreement
4. Notwithstanding the modifications set forth herein, the parties agree that the second sentence of Article 24.12, providing that participation in summer school instruction shall be voluntary unless the District reasonably determines that it is necessary to assign teachers to summer school instruction, shall remain in full force and effect without modification.
5. 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.



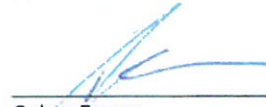
6. This Agreement is entered into without admission of liability or wrongdoing by either party and shall not be cited as precedent in any future matter, grievance, negotiation, or proceeding, except as necessary to enforce its terms. This Agreement constitutes the entire agreement of the parties with 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.
7. 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

4/29/26
Date

WASHOE EDUCATION ASSOCIATION


Calen Evans
President, WEA

4/29/26
Date