



Regular Meeting of the Board of Trustees
July 28, 2026

Agenda Item 2.35

TITLE: APPROVAL OF A MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN THE WASHOE COUNTY SCHOOL DISTRICT AND WASHOE EDUCATION SUPPORT PROFESSIONALS EXTENDING THE CRITICAL SHORTAGE COMPENSATION ADJUSTMENT FOR SPECIFIED POSITIONS WITHIN THE TRANSPORTATION DEPARTMENT, HOUSEKEEPING DEPARTMENT, NUTRITION SERVICES DEPARTMENT, AND WAREHOUSE FOR THE FISCAL YEAR 2027 (FOR POSSIBLE ACTION)

FROM: Doug Owen, Chief Human Resources Officer
Mark Mathers, Chief Financial Officer

PRESENTER(S) & PRESENTATION TIME/CONSENT:
Consent

DATE REPORT WRITTEN: July 17, 2026

PURPOSE/SUMMARY:

The Office of Business and Office of Human Resources is requesting the Board of Trustees to approve a Memorandum of Understanding (MOU) between the Washoe County School District (District) and Washoe Education Support Professionals (WESP) extending the Critical Shortage Compensation Adjustment (CSCA) process and compensation incentive package from July 1, 2026, through June 30, 2027.

The MOU continues CSCA eligibility for specified Education Support Professional classifications within the Transportation Department, Housekeeping Department, and Nutrition Services Department. It also expands eligibility to the Material Handler Driver I and Material Handler Driver II classifications within Warehouse operations.

FINANCIAL:

The fiscal impact will depend on the number of filled CSCA-eligible positions and the salary placement of eligible employees. Funding for the continuation of the

existing CSCA classifications is included in the applicable Fiscal Year 2027 departmental salary budgets.

BACKGROUND INFORMATION:

The Washoe County School District and WESP previously established the CSCA process in response to critical labor shortages affecting Education Support Professional classifications that provide essential services to students, schools, staff, and departments. The compensation adjustment is intended to improve recruitment and retention and support staffing stability where vacancy levels, labor market conditions, and operational needs demonstrate a continuing shortage.

The affected classifications support essential district operations, including student transportation, safe and clean school facilities, school meal preparation and service, and the receipt, storage, delivery, and distribution of materials and supplies. Continued vacancies in these areas may disrupt services and place additional demands on existing employees. The agreement is limited to the classifications expressly identified in the MOU, expires automatically on June 30, 2027, and is not precedent setting.

PREVIOUS ACTION:

Date: May 13, 2025

Related Action: The Board of Trustees approved an extension of the Memorandum of Understanding (MOU) between the Washoe County School District and the Washoe Education Support Professionals (WESP) regarding compensation adjustments to address a critical labor shortage in the Transportation, Housekeeping, and Nutrition Services Departments to include base compensation adjustments.

ATTACHMENTS:

Attachment A - Memorandum of Understanding Extension

STRATEGIC PLAN: This agenda item supports All Goals of the Washoe County School District Strategic Plan.

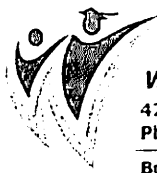
BOARD POLICY:

Board Policy 4110 – Talent Acquisition

LEGAL: The Office of General Counsel was involved during the MOU drafting process and the process conforms to the provisions of Nevada Revised Statute (NRS) 288.150.

SUPERINTENDENT'S RECOMMENDATION: The Board of Trustees approves the Memorandum of Understanding (MOU) between the Washoe County School District and the Washoe Education Support Professionals, extending the Critical Shortage Compensation Adjustment process and Compensation Incentive Package

for specified positions in the Transportation Department, Housekeeping Department, Nutrition Services Department, and Warehouse, for Fiscal Year 2027.


Washoe County School District

425 East Ninth Street * P.O. Box 30425 * Reno, NV 89520-3425
 Phone (775) 348-0200 * Fax (775) 348-0304 * www.washoeschools.net

Board of Trustees: Adam Mayberry, President * Alex Woodley, Vice President * Christine Hull, Clerk
 Diane Nicolet * JJ Phoenix * Beth Smith * Colleen Westlake * Tiffany McMaster, 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 SUPPORT PROFESSIONALS ("WESP"), collectively referred to as the "Parties." The effective date of this Agreement is July 1, 2026, and this Agreement shall automatically expire on June 30, 2027.

1. This Agreement is to memorialize an agreement between the District and WESP that provides for an extension for the 2026-2027 fiscal year of the Critical Shortage Compensation Adjustment ("CSCA") process and compensation incentive package for Education Support Professional ("ESP") employees and positions in response to a critical labor shortage.
2. The Parties acknowledge that the District continues to experience recruitment and retention challenges in certain Education Support Professional classifications that provide essential operational support to schools, students, staff, and departments.
3. The Parties further acknowledge that the CSCA is intended to support staffing stability in classifications where vacancy levels, labor market conditions, or service continuity needs demonstrate a continuing shortage. The inclusion of Warehouse Drivers recognizes their role in supporting Districtwide warehouse, delivery, and distribution operations.
4. The Parties agree that this Agreement is limited to the classifications identified below and does not create an entitlement to similar compensation adjustments for classifications not expressly included in this Agreement.
5. Accordingly, positions identified as CSCA eligible for the 2026-2027 fiscal year are:

Transportation (Factor 2)	Housekeeping (Factor 1)	Nutrition Services (Factor 1)	Warehouse (Factor 1)
On-Call Bus Driver	Custodian	Nutrition Worker I	Material Handler Driver II
Bus Driver	Utility Crew Custodian II	NS Elem Roving Manager	Material Handler Driver I
Dispatch Technician I		Nutrition Services Cook	
Transportation Excursion Tech I		Nutrition Services Elem Mgr.	
BTW Instructor/Evaluator		Nutrition Serv Asst Mgr. II	
Transportation Opening Coord		Lead Cook	
Transportation Training Coord		Lead Nutrition Worker	
Transportation SpEd Tech		Nutrition Manager I	

6. Except as provided in Section 7 of this Agreement, if an ESP employee in a CSCA position applies for and is selected for a position that is not eligible for CSCA, their salary placement shall be based upon their current base salary absent any CSCA payments.
7. If, during the effective period of this Agreement, an ESP employee in a CSCA position promotes into a higher grade ESP position within Transportation, Housekeeping, Nutrition Services, or Warehouse, then the new salary placement for that employee shall be based upon their current base salary plus any CSCA payments.
8. This Agreement is executed by the Parties under the provisions of NRS Chapter 288, and with recognition and

acknowledgment that WESP is the recognized bargaining agent under NRS Chapter 288 for Collective Bargaining Agreement ("CBA") related disputes for collective bargaining unit members.

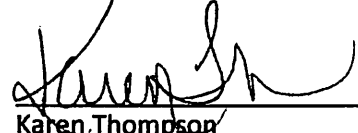
9. This Agreement contains the entire agreement of the Parties on the matters covered herein. All previous agreements, statements, or promises are superseded by this Agreement and no other agreement, statement, or promise not expressly set forth herein and signed by both Parties shall be binding. This Agreement shall not be precedent setting in nature.
10. This Agreement is governed and construed in accordance with the laws of the State of Nevada and the CBA. All disputes arising out of or in connection with this Agreement shall follow the grievance process designated in the 2023-2027 CBA.

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


Tiffany McMaster
Superintendent, WCSD

8/19/26
Date

WASHOE EDUCATION SUPPORT PROFESSIONALS


Karen Thompson
President, WESP

7/17/26
Date