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 * 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 SCHOOL PSYCHOLOGISTS' ASSOCIATION OF WASHOE ("SPAW"). This Agreement is effective July 1, 2026.

AGREEMENT

1. This Agreement memorializes the understanding between the District and SPAW regarding transitional compensation and benefit protections for eligible employees occupying Mental Health Professional and Board-Certified Behavior Analyst positions who become represented by SPAW following approval of the related community-of-interest determination.
2. This Agreement is expressly contingent upon the Washoe County School District Board of Trustees:
   a. Approving the community-of-interest determination placing Mental Health Professional and Board-Certified Behavior Analyst classifications within the SPAW bargaining unit;
   b. Approving the companion Memorandum of Understanding revising Article 1.2 of the SPAW Negotiated Agreement; and
   c. Approving this Agreement.
3. If these conditions are not satisfied, this Agreement shall be null and void and shall have no force or effect.
4. The parties acknowledge that the existing SPAW Negotiated Agreement remains in effect through June 30, 2027. The parties agree that the transitional protections provided by this Agreement will expire on that date because the wages, benefits, and other terms and conditions of employment applicable to Mental Health Professionals and Board-Certified Behavior Analysts will be considered as part of negotiations for a successor SPAW agreement anticipated to take effect July 1, 2027.
5. Upon satisfaction of the conditions identified in Section 2, this Agreement shall be effective retroactively to July 1, 2026, and shall remain in effect through June 30, 2027.
6. For purposes of this Agreement, "Affected Employees" means individuals who:
   a. Occupied a Mental Health Professional or Board-Certified Behavior Analyst position immediately before the Board-approved community-of-interest determination referenced in Section 2(a) above;
   b. Were covered by the Washoe Professional Technical Association ("WPTA") Negotiated Agreement immediately before that community-of-interest determination; and
   c. Became represented by SPAW as a result of the Board-approved community-of-interest determination.
7. Except as expressly provided in this Agreement, Affected Employees shall be covered by the SPAW Negotiated Agreement and the Professional Health Services Salary Schedule upon implementation of the companion Memorandum of Understanding.
8. Through June 30, 2027, Affected Employees shall remain eligible for the following transitional compensation and benefits under the eligibility requirements, limitations, payment procedures, and proration provisions that would have applied under the 2023-2027 WPTA Negotiated Agreement:
   a. **Longevity Bonus.** In lieu of the longevity payment provided under Article 24.4 of the SPAW Negotiated Agreement, each eligible Affected Employee shall receive the longevity payment the employee would

have received under Article 23.4 of the WPTA Negotiated Agreement:

i. Ten through fourteen years of WCSD service: $3,000;

ii. Fifteen through nineteen years of WCSD service: $4,200;

iii. Twenty through twenty-four years of WCSD service: $5,345; or

iv. Twenty-five or more years of WCSD service: $6,560.

v. An Affected Employee who separates before completing the applicable period shall receive any prorated payment required under the former WPTA provision.

b. **Benefit Reserve Program.** An Affected Employee who had completed fewer than ten years of educational service with the District as of July 1, 2026, shall remain eligible for a Benefit Reserve Program reimbursement of up to $750 for Fiscal Year 2027. Reimbursement may be requested for eligible expenses identified under former WPTA Article 23.6. Requests remain subject to the documentation and submission requirements of the former WPTA provision. Eligibility shall not be prorated solely because of the change in bargaining-unit representation.

c. **Annual Sick Leave Cash-Out.** An Affected Employee who does not accrue vacation leave may request to cash out up to three days of accumulated, unused sick leave in accordance with former WPTA Article 15.9. The employee must provide notice to the District in June 2027, and the cash-out shall be paid in the subsequent July paycheck.

d. **Geographic Allowance.** An Affected Employee serving in qualifying full-time employment at Incline, Natchez, or Gerlach shall remain eligible for the $2,500 geographic allowance provided under former WPTA Article 23.5. An employee receiving this allowance may not also receive subsidized housing costs for District-owned housing. Payment and any applicable proration shall be administered under the former WPTA requirements.

9. Any Fiscal Year 2027 payment or reimbursement already provided to an Affected Employee under the WPTA Negotiated Agreement shall be credited toward the corresponding obligation under this Agreement. Nothing in this Agreement authorizes duplicate or cumulative payment of the same benefit under both the WPTA and SPAW Negotiated Agreements.

10. Except as expressly provided herein compensation and benefits provided under the SPAW Negotiated Agreement shall apply to Affected Employees according to the terms of that Agreement.

11. This Agreement preserves only the transitional compensation and benefits expressly identified herein, which is being done in order to effectuate the transition of Affected Employees from WPTA to SPAW. It does not incorporate the WPTA Negotiated Agreement generally, continue WPTA representation, or create eligibility for an employee who would not otherwise have qualified for the applicable compensation or benefit under the WPTA requirements.

12. SPAW shall be the exclusive bargaining representative for Affected Employees following the Board-approved community-of-interest determination. Any interpretation or administration of this Agreement shall recognize SPAW's representative status under NRS Chapter 288.

13. This Agreement shall expire upon the ratification date of a successor agreement between SPAW and WCSD. Compensation, benefits, and other terms applicable to Mental Health Professionals and Board-Certified Behavior Analysts, shall be determined through the applicable SPAW successor agreement or another written agreement between the District and SPAW.

14. Payment or reimbursement earned and properly requested on or before June 30, 2027, but scheduled for

payment after that date, including the annual sick-leave cash-out payable in July 2027, shall remain payable notwithstanding the expiration of this Agreement.

15. This Agreement is executed by the parties under the provisions of NRS Chapter 288, and with recognition and acknowledgement that SPAW is the recognized bargaining agent under NRS Chapter 288 for employees occupying classifications included within the SPAW bargaining unit, except those employees who are excluded by NRS Chapter 288.

16. 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

Tiffany McMaster 10/29/26
Tiffany McMaster Date
Superintendent, WCSD

SCHOOL PSYCHOLOGISTS' ASSOCIATION of WASHOE

Carissima Coulon 8/13/26
Carissima Coulon Date
President, SPAW