



Talent & Professional Growth Systems

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Board of Trustees: Beth Smith, President * Diane Nicolet, Vice President * Joe Rodriguez, Clerk
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MEMO

TO: All WEA-eligible Employees

FROM: Dr. Kristina Mason, Chief Talent Officer

DATE: October 25, 2023

RE: Changes and Timeline for the 2023-2025 WEA Negotiated Agreement

Thanks to our partnership with the Washoe Education Association (WEA) and the support of our Board of Trustees, the Memorandum of Agreement between the WCSD and the WEA was finalized on October 24, 2023. We are excited to share info with you about the impact of this new agreement.

Changes Affecting Salary:

- All employees covered by the WEA agreement will receive a Cost of Living Adjustment (COLA) of 14% retroactive to July 1, 2023.
- Eligible employees will receive a matching sum of 4% through Senate Bill 231 (SB231). The District is in the process of securing those funds, with the intent of providing the SB231 funds to employees in at least one lump sum prior to the end of the 2023-2024 school year and then preferably periodically through the end of the 2024-2025 school year.
- \$5,000 recruitment/retention bonus for Special Education Teachers – for current employees, the bonus will be paid in two \$2,500 segments. The first payment will be in June 2024 and the second payment will be in June 2025.
- Employees who were still covered by a “step freeze” from the 2010-2011 school year will be moved one additional step on the salary schedule retroactive to July 1, 2023.
- A step 25 will be added across the salary schedule columns.

Timeline:

- November 2023 – Employees who are still owed a “frozen” step from 2010-2011 will increment one step on the salary schedule
- December, 2023 - Salary increase of 14% is implemented and retroactive lump sum payment for July 1-November 30, 2023. All stipends (isolation and geographic allowance, MSIL, Department Chair, and current Appendix B extra duty stipends) will also be adjusted at this time.
- By June 2024 – SB231 Matching funds for the 2023-2024 School Year paid in lump sum
- June 2024 – First \$2,500 Special Education Retention Bonus for Teachers

Other Changes:

In addition to the financial changes described above, the following significant changes were made around language and procedures within the WEA Agreement.

- “Human Resources Department” has been changed to “Talent Office”
- “Area Superintendent” has been changed to “Associate Chief”
- Elimination of shared contracts – licensed personnel who work less than full-time will be placed on the appropriate type of contract for their work day.
- Changes prep coverage pay to make all licensed educators eligible.
- Changes substitute pay to allow any licensed educator who substitutes for a half or full day to receive sub pay, and allows sub pay to be split up to four (4) ways if students are divided between existing classes.
- Licensed educators who are required to attend IEP meetings that run more than 30 minutes or more beyond their work hours will receive \$40 per IEP meeting. This provision sunsets on June 30, 2025.
- Clarifies prep time for secondary teachers who work a block schedule as 90 minutes every other day rather than 45 minutes every day.
- Increases minimum prep time for elementary teachers from 60 minutes to 120 minutes per week.
- Increases minimum prep time for elementary Special Education Teachers, including Pre-K teachers, from 90 minutes to 150 minutes per week.
- Changes the funding formula for Sick Leave Payout and Retiree Subsidy due to the change in the way the District receives funding from the state.
- Provides that the District will monitor Sick Leave Bank Usage and provide quarterly updates to the Association of the status of the Bank or if the Bank falls below 100 days.
- Sets a floor of 35 credits for a Master’s Degree going forward, and allows employees who complete Master’s Degree programs in excess of 35 credits to apply the additional credits for column movement on the salary schedule. This provision is not retroactive beyond July 1, 2023.
- Deans will be provided nine (9) additional days on their contract, to be mutually agreed on by the dean and their administrator.
- Increases Isolation allowance for Incline to \$2,500 in 2023-2024, then adjusts every year based on COLA.
- Eliminates the Early Separation Incentive Plan (Article 24.16) effective immediately