

## 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 as of the last date any authorized signatory affixes his/her signature below.

### AGREEMENT

1. This Agreement memorializes the understanding between the District and the WEA regarding amendments to Appendix B of the WEA Collective Bargaining Agreement for FY 2025.
2. The District and WEA agree to amend the language of Article 24.14.4 of the Collective Bargaining Agreement as follows:

"The final decision on the use of the fifteen (15) hour slots allocated to each school shall be made by a joint committee composed of four (4) employees occupying the positions of teacher, dean, and/or counselor and two (2) administrators (except where schools have less than two administrators the joint committee shall be composed of two (2) employees occupying the positions of teacher, dean, and/or counselor and one (1) administrator) by no later than November 15 and May 15."


3. Appendix B of the WEA Collective Bargaining Agreement for FY 2025 shall be amended and replaced with the attached Amended Appendix B for FY 2025.
4. This MOU and the attached Amended Appendix B for FY 2025 will become effective upon the date of execution and are not retroactive.
5. This Agreement is executed by the parties under the provisions of NRS Chapter 288, and with recognition and acknowledgement that the WEA is the recognized bargaining agent under NRS Chapter 288 for any and all CBA-related disputes for all licensed teachers employed by WCSD.
6. This Agreement contains the entire agreement of the parties on the matters covered herein. No other agreement, statement, or promise made by either party that is not 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

WASHOE EDUCATION  
ASSOCIATION

  
\_\_\_\_\_  
Joe Ernst, M.Ed.,  
Superintendent, WCSD

Date

  
\_\_\_\_\_  
Calen Evans  
President, WEA

9/23/24  
Date



**APPENDIX B**  
**2024-2025 EXTENDED DAY DUTY SCALES**  
**HIGH SCHOOL EXTENDED DAY ATHLETIC PROGRAMS AND SUPPORT GROUPS**

POSITION	STEP 1 & 2	STEP 3 & 4	STEP 5	NO. OF POSITIONS AUTHORIZED	
	1-2 YEARS	3-4 YEARS	5+ YEARS	(9+Sparks) AAAA	(IHS) AAA
Fall Asst. Cheerleader	\$ 766	\$ 1,097	\$ 1,424	1	1
Winter Asst. Cheerleader	\$ 766	\$ 1,097	\$ 1,424	1	1
Dance Team Coach	\$ 876	\$ 1,317	\$ 1,754	1	1
ROTC Drill Coach	\$ 876	\$ 1,317	\$ 1,754	1	1
ROTC Color Guard Coach	\$ 876	\$ 1,317	\$ 1,754	1	1
Asst. Skiing	\$ 1,097	\$ 1,424	\$ 1,754	1	1
Fall Head Cheerleader	\$ 1,536	\$ 1,976	\$ 2,410	1	1
Winter Head Cheerleader	\$ 1,536	\$ 1,976	\$ 2,410	1	1
Ski Coordinator	\$ 1,976	\$ 2,410	\$ 2,853	Districtwide-1	
Girls' Head Golf	\$ 1,976	\$ 2,410	\$ 2,853	1	1
Boys' Head Tennis	\$ 1,976	\$ 2,410	\$ 2,853	1	1
Girls' Head Tennis	\$ 1,976	\$ 2,410	\$ 2,853	1	1
Cross Country Skiing	\$ 1,976	\$ 2,410	\$ 2,853	0	1
Head Skiing	\$ 1,976	\$ 2,410	\$ 2,853	1	1
ROTC Rifle Coach	\$ 1,976	\$ 2,410	\$ 2,853	1	1
Boys' Head Golf	\$ 1,976	\$ 2,410	\$ 2,853	1	1
**Boys' Head Swimming	\$ 1,976	\$ 2,410	\$ 2,853	1	1
**Girls' Head Swimming	\$ 1,976	\$ 2,410	\$ 2,853	1	1
Rifle Coordinator	\$ 1,976	\$ 2,410	\$ 2,853	Districtwide-1	
*Boys' Head Cross Country	\$ 2,410	\$ 2,853	\$ 3,291	1	1
*Girls' Head Cross Country	\$ 2,410	\$ 2,853	\$ 3,291	1	1
Asst. Baseball	\$ 2,410	\$ 2,743	\$ 3,075	2	1
Asst. Softball	\$ 2,410	\$ 2,743	\$ 3,075	2	1
Boys' Asst. Track	\$ 2,410	\$ 2,743	\$ 3,075	2	1
Girls' Asst. Track	\$ 2,410	\$ 2,743	\$ 3,075	2	1
Asst. Volleyball	\$ 2,630	\$ 2,960	\$ 3,291	2	2
Asst. Football	\$ 2,799	\$ 3,126	\$ 3,456	7	4
Boys' Asst. Soccer	\$ 2,799	\$ 3,126	\$ 3,456	1	1
Girls' Asst. Soccer	\$ 2,799	\$ 3,126	\$ 3,456	1	1
Asst. Wrestling	\$ 2,799	\$ 3,126	\$ 3,456	1	1
Boys' Asst. Basketball	\$ 3,075	\$ 3,401	\$ 3,729	2	1
Girls' Asst. Basketball	\$ 3,075	\$ 3,401	\$ 3,729	2	1
Head Baseball	\$ 3,513	\$ 3,947	\$ 4,386	1	1
Head Softball	\$ 3,513	\$ 3,947	\$ 4,386	1	1
**Boys' Head Track	\$ 3,513	\$ 3,947	\$ 4,386	1	1
**Girls' Head Track	\$ 3,513	\$ 3,947	\$ 4,386	1	1
Head Volleyball	\$ 3,729	\$ 4,170	\$ 4,608	1	1
**Boys' Head Soccer	\$ 3,947	\$ 4,386	\$ 4,830	1	1
**Girls' Head Soccer	\$ 3,947	\$ 4,386	\$ 4,830	1	1
Head Wrestling	\$ 3,947	\$ 4,386	\$ 4,830	1	1
**Boys' Head Basketball	\$ 4,170	\$ 4,720	\$ 5,264	1	1
**Girls' Head Basketball	\$ 4,170	\$ 4,720	\$ 5,264	1	1
ROTC Drill Coordinator	\$ 4,170	\$ 4,720	\$ 5,264	Districtwide-1	
Head Football	\$ 4,386	\$ 4,830	\$ 5,264	1	1
Total HS Allocations				53	45

\*If one person fills both head coaching positions, total compensation will be an additional 20% of that person's entitled compensation.

\*\*If a head coach of a like sport assumes the duty of the other head coach (i.e., boys' and girls' track), an assistant coach may be hired to take the place of that position vacated by the second head coach. The total number of coaches for that program can not exceed the total number allocated as set by the extended day duty scale.



2024-2025 EXTENDED DAY DUTY SCALES  
MIDDLE SCHOOL EXTENDED DAY ATHLETIC PROGRAMS AND SUPPORT GROUPS

	STEP 1 & 2	STEP 3 & 4	STEP 5	NO. OF POSITIONS AUTHORIZED	
POSITION	1-2 YEARS	3-4 YEARS	5+ YEARS	(13) Reno/Sparks	Incline
Boys Cross Country (7/8)	\$ 527	\$ 581	\$ 637	1	1
Girls Cross Country (7/8)	\$ 527	\$ 581	\$ 637	1	1
Cross Country (6)	\$ 527	\$ 581	\$ 637	1	1
Girls Basketball (6/7/8)	\$ 1,150	\$ 1,262	\$ 1,371	5	3
Boys Basketball (6/7/8)	\$ 1,150	\$ 1,262	\$ 1,371	5	3
Girls Volleyball (6/7/8)	\$ 1,150	\$ 1,262	\$ 1,371	5	2
Wrestling (6/7/8)	\$ 1,150	\$ 1,262	\$ 1,371	3	3
Boys Track (6/7/8)	\$ 1,150	\$ 1,262	\$ 1,371	3	3
Girls Track (6/7/8)	\$ 1,150	\$ 1,262	\$ 1,371	3	3
Boys Soccer (6/7/8)	\$ 1,150	\$ 1,262	\$ 1,371	2	2
Girls Soccer (6/7/8)	\$ 1,150	\$ 1,262	\$ 1,371	2	2
<b>Total MS Allocations</b>				<b>31</b>	<b>24</b>

**ELEMENTARY SCHOOL EXTENDED DAY PROGRAMS**

For the 2024/2025 school year, the District shall establish a pilot program of 396 slots (\$375 per slot) for use by elementary schools, in order to study whether and to what extent slots may be utilized at the elementary school level. Each elementary school administrator may submit a Slot Allocation Application for up to 6 slots to be used in the 2024/2025 school year. Applications for elementary school slots shall be submitted in accordance with Article 24.14.4, to the extent feasible based on current positions. Student sign-in sheets and a log of all hours served for elementary school slots shall be maintained for every slot awarded.

Pay period to be the first pay period following completion of activity. Checks may come to the schools prior to the completion of an activity, but schools are to hold checks until the duty assignments are completed.

Minimum requirement for compensation will be at least 15 hours of out-of-contract time. (Example: 60 hours of assignment payment may use 4 slots.)

**MIDDLE SCHOOL EXTENDED DAY NON-ATHLETIC AND INTRAMURAL PROGRAMS**

\*Each AAA middle school (9 schools)  
will have 55 slots at \$375 per slot.

Each AA middle school (3 schools)  
will have 28 slots at \$375 per slot.

**\*Any number above 800, in increments of 100 students, (i.e. 801 to 900) will trigger 4 additional slots for a total of 65 slots; 901 to 1000 will trigger another 4 slots for a total of 69 slots. Student counts will be based on the student apportionment count.**

Pay period to be the first pay period following completion of activity. Checks may come to the schools prior to the completion of an activity, but schools are to hold checks until the duty assignments are completed.

Minimum requirement for compensation will be at least 15 hours of out-of-contract time. (Example: 60 hours of assignment payment may use 4 slots.)

**The following listed activities will have their applications processed and fully funded before applications for other non-listed activities are processed, provided this does not create an unreasonable delay in the processing of slot applications for non-listed activities:**

Band	Yearbook
Orchestra	Choir

2024-2025 EXTENDED DAY DUTY SCALES  
MIDDLE SCHOOL EXTENDED DAY ATHLETIC PROGRAMS AND SUPPORT GROUPS

**HIGH SCHOOL AND MIDDLE SCHOOL SALARY ADJUSTED PROCEDURE**

If there is a break in service in an activity that uses a step procedure for determining extended day athletic and support group salary, then the salary for future employment will revert back to Step 1. The exception to this will be when a person who has had more than five years experience in that same activity is rehired after a break in service. That person will be entitled to use his/her five years of previous experience as long as s/he is hired for a like position in the Washoe County School District, and will be placed on Step 5 of the salary schedule.

Employees who come from a like activity, i.e., high school boys'/girls' basketball to middle school boys'/girls' basketball, will be credited into the appropriate step as long as there is no break in service.

**HIGH SCHOOL EXTENDED DAY NON-ATHLETIC AND INTRAMURAL PROGRAMS**

Policy Statement

\*Each AAAA high school will have 171 slots at \$375 per slot.

Each AAA high school will have 116 slots at \$375 per slot.

Each AA high school will have 58 slots at \$375 per slot.

Districtwide Music Program will have 28 slots at \$375 per slot.

Washoe Innovations will have 36 slots at \$375 per slot.

Glenn Hare will have 55 slots at \$375 per slot.

**\*Any number above 1600 in increments of 100 students, i.e. 1601 to 1700 will trigger 8 additional slots for a total of 199 slots; 1701 to 1800 will trigger another 8 slots for a total of 207 slots. Student counts will be based on the student apportionment count.**

Pay period to be the first pay period following completion of activity. Checks may come to the schools prior to the completion of an activity, but schools are to hold checks until the duty assignments are completed.

**Minimum requirement for compensation will be at least 15 hours of out-of-contract time. (Example: 60 hours of assignment payment may use 4 slots.)**

**The following listed activities will have their applications processed and fully funded before applications for other non-listed activities are processed, provided this does not create an unreasonable delay in the processing of slot applications for non-listed activities:**

Speech & Debate	Band (fall)	Band (spring)	Yearbook	Leadership Advisor
Choir	Orchestra			

**Other suggested positions for slots include:**

Academic Olympics	Pep Club
Class Advisors	Scholarship Chairman
Newspaper	String Instructors
FBLA	Student Government
Forensics	All Intramurals
Literary Magazine	

The assignment of extended day non-athletic and intramural programs slots will be determined by a joint faculty and administration committee.

When a public performance, contest, or tournament occurs, the District shall provide a substitute teacher and per diem and travel allowance, if necessary.