

MEMORANDUM OF AGREEMENT
BETWEEN THE DISTRICT AND WEA PURSUANT TO GROUND RULES
FOR NEGOTIATIONS 2021-2022

January 10, 2022

The Washoe County School District and the Washoe Education Association AGREE that all items have been negotiated for a successor agreement to the 2019-2021 collective bargaining agreement and the agreed upon changes are listed below. Further, both bargaining teams agree that they will recommend to their respective parties that the agreed upon changes below be formally ratified and incorporated into the successor agreement.

Add **bold underlined language** and remove ~~striketrough language~~

IT IS AGREED:

ARTICLE 8
FAIR PRACTICES

- 8.1 The Washoe County School Trustees and the Association agree that in accordance with the Civil Rights Act of 1964 as amended and other appropriate civil rights legislation, there shall be no discrimination in employment or promotional opportunity because of ~~race, creed, color, age, sex, marital status, national origin, legal Association activity, or political belief or advocacy.~~ **actual or perceived race, color, religion, sex (including pregnancy), national origin, age, sexual orientation, gender identity or expression, genetic information, veterans or military status, marital status, political affiliation, legal Association activity, or the presence of any sensory, physical or mental disability.**
- 8.2 The Association agrees to maintain its eligibility to represent all employees by continuing to admit persons to membership without discrimination on the basis of ~~race, creed, color, national origin, sex, marital status, age, political belief or advocacy.~~ **actual or perceived race, color, religion, sex (including pregnancy), national origin, age, sexual orientation, gender identity or expression, genetic information, veterans or military status, marital status, political affiliation, or the presence of any sensory, physical or mental disability.**

ARTICLE 17
WORK YEAR

- 17.1 During the work days at the beginning of the year, ~~the equivalent of one day (7.5 hrs.)~~ will be reserved exclusively for teachers to spend time in their classrooms with no District/building meetings or mandated in-services being held.

ARTICLE 18
HOURS

- 18.1 Secondary teachers shall have a seven and half (7.5) hour contract day. Secondary teachers shall be required to report no earlier than fifteen (15) minutes before the start of the employee's first scheduled class period (including preparation periods).

The start and end time for nurses will be based on the school/site/assignment of the individual nurse, based on a 7 ½ hour contract day.

Elementary teachers shall have a seven (7) hour contract day, ~~in recognition of the fact that they do not have a scheduled preparation period during the instructional (student) day.~~ Elementary teachers (and itinerant educators assigned to elementary schools) shall report to school no more than thirty (30) minutes

MEMORANDUM OF AGREEMENT
BETWEEN THE DISTRICT AND WEA PURSUANT TO GROUND RULES
FOR NEGOTIATIONS 2021-2022

before the start of the instructional (student) day. The elementary duty day shall conclude no more than thirty minutes after the instructional (student) day (with the exception of multi-track year-round). Any deviation from the instructional (student) day must be included in the School Improvement Plan and approved by the Area Superintendent. To allow for greater access for parental contact, no duty shall be assigned prior to fifteen (15) minutes before the instructional (student) day, except with the consent of the teacher. Faculty meetings may commence earlier than fifteen (15) minutes prior to the start of school (contract day) based on a 2/3's vote of the entire faculty.

For purpose of this article, contract day means the number of hours that a teacher is contracted to work each day – elementary teachers are contracted to work a 7-hour day and secondary teachers are contracted to work a 7.5-hour day. Instructional (student) day means the period from when the first school bell rings until the last school bell rings. (2019)

- 18.2 Employees may be required to remain after completion of the school day without additional compensation within the following limits:
- 18.2.1 When it is necessary to remain longer to attend general faculty meetings and special meetings when called by the Superintendent, the school principal, or other administrative officers. This includes the parent open house and graduation exercises. Teachers will be dismissed no later than 15 minutes after the end of the student day on these two occasions. All duties at graduation exercises shall be filled by volunteers. Should an administrator believe that he/she doesn't have a sufficient number of volunteers, duties shall be assigned on a rotating basis.
 - 18.2.2 Employees are expected to be available to parents for scheduled consultations after completion of the regular school day. The responsibility of the employee to be available for conferences with parents is recognized as an employee's professional responsibility and shall be encouraged by the Association. Every reasonable effort shall be made to schedule parent conferences at least twenty-four (24) hours in advance except in emergency situations.
 - 18.2.3 The principal shall have the authority to permit divergence by employees from the regular school day.
 - 18.2.4 Employees shall continue the tradition of voluntary participation in parent-teacher activities.
 - 18.2.5 Employees shall be available for duties at school social activities and athletic events.
 - 18.2.6 Employees shall be available for duties in the event of an emergency.
- 18.3 The principal, working with his/her staff or a committee elected by the staff, shall determine and assign such duties as bus, yard, hall, and other extracurricular assignments. These duties shall be considered as part of the professional responsibility of the employee.
- 18.3.1 The District will provide each elementary school with resources to reduce teachers' non-instruction duties.
- 18.4 Employees shall have a duty-free lunch period of not less than thirty (30) minutes without interruption except when emergencies and/or scheduled special events make it necessary to alter an employee's assignment. Employees shall notify the principal/ supervisor or his/her representative before leaving school grounds. Such notification will include the time of departure and return if before the end of the workday.
- 18.5 Travel time of any employee required to travel between schools (but not between the home or point of origin and the school and/or the return) shall be considered as part of such employee's workday.

MEMORANDUM OF AGREEMENT
BETWEEN THE DISTRICT AND WEA PURSUANT TO GROUND RULES
FOR NEGOTIATIONS 2021-2022

- 18.6 Secondary Teachers who agree to substitute during their preparation periods at the request of the school administration shall earn compensatory time off or pay.
- 18.6.1 The building administrator responsible for this program shall maintain an alphabetical listing by periods of teachers participating in this program. The program should rotate equitably through this alphabetical list **of those who volunteer**.
- 18.6.2 Teachers may be requested to substitute:
1. when the absent teacher is involved in a school or District-related activity;
 2. when the absent teacher is on an approved leave covered by this agreement and a substitute would be required;
 3. when the absent teacher needs time off for a reason approved by school administration.
- 18.6.3 Compensatory time will be earned at the rate of one (1) period for each period covered.
- 18.6.4 With reasonable notice and prior approval by the school administration, a teacher may take no more than two (2) days of compensatory time off during the school year. Teachers who elect to use compensatory time off on a single period basis will not have this time count as time used on the two (2) day limit. ~~(This change is effective upon ratification of the 2015-2019 agreement.)~~
- 18.6.5 Compensatory time must be earned before used. The number of periods earned may be used by the teacher on a period, one-half, or full-day basis. One (1) day equals the number of periods teachers are required to teach each day in that particular school. One-half day equals three (3) periods.
- 18.6.6 At the end of December and June, any teacher having time accrued shall be compensated for the time earned at \$40.00 per hour. Any teacher may elect to carry over no more than one (1) day of comp time to be used in the next school year. Teachers will be compensated for actual time they have worked. For the hours accrued through the end of December, the teacher can choose the amount of hours to be compensated, if any. Time worked shall be calculated in 30-minute block increments.
- ~~NOTE: The December and June payout schedule in 18.6.6 will become effective commencing the 2020-2021 school year AND the increase in the hourly rate from \$30 to \$40 per hour is effective July, 1 2019. (2019)~~
- 18.6.7 All hourly pay shall be paid at \$40.00 per hour. (2019)
- 18.6.8 A school nurse who must provide, complex, continuous nursing management of students on field trips and after school hour's activities shall be paid his/her daily or hourly rate of pay. For hours assigned to work after the completion of a 7 1/2 hour contract day. Nurses shall be paid for mileage if required to drive their personal vehicle or the District shall pay required transportation costs. (2019)
- All other hourly pay for school nurses shall be paid at \$40.00 per hour. (2019)
- The Director of Student Health Services will first attempt to assign a willing and qualified school nurse(s) to accompany the student for the duration of the field trip. If none of the qualified school nurses on the staff are willing, the Director will assign "field trip duty" to qualified school nurses on the staff on a rotating basis.

18.7 SUBSTITUTE ABSENCES

MEMORANDUM OF AGREEMENT
BETWEEN THE DISTRICT AND WEA PURSUANT TO GROUND RULES
FOR NEGOTIATIONS 2021-2022

18.7.1 ~~Effective until June 30, 2020, in situations where elementary teachers are assigned to substitute for another teacher (when substitutes are unavailable) the value of the cost of the substitute will be placed in the school fund. In a situation where, in a team, a substitute is requested for an absent team member and none is available, the value of a substitute pay will be placed in the school fund. The allocation of the money will be for use in the classroom of the teacher being requested to substitute. In team situations no more than the value of one substitute may be allocated to that classroom. (1999)~~

Effective the 2020-2021 School Year, when an elementary teacher is assigned to substitute for another teacher (when substitute teachers are unavailable) the value of the cost of the substitute base pay will be paid to the assigned teacher. In a team teaching situation when one team member is absent and no substitute teacher is available, and the present team member is assigned to substitute for the absent team member, the value of the cost of the substitute pay will be paid to the present team member. In team situations, when one team member acts as a substitute for another absent teacher's class, the value of the one (1) substitute shall be split evenly between both team members and no more than the value of one substitute may be allocated to that classroom. (2019)

18.7.2 Section 18.7.1 applies to all licensed educators working in an elementary school. (2019)

18.7.3 Certified staff who are required to leave their regular assignment and serve as substitutes will do so on a limited basis. Administration will also limit assigning certified staff to duties (such as lunchroom duty) requiring a significant portion of their day.

18.8 When teachers are required to attend an IEP meeting, every reasonable effort will be made to limit the time a teacher is required to work beyond the end of the teacher's workday. (2013)

ARTICLE 19
PREPARATION TIME

19.1 The District will make every reasonable effort to continue to provide at least forty-five (45) minutes per 7 1/2 hour work day to be used by **middle and high school** teachers for classroom preparation. To the extent feasible the principal, assisted by the appropriate Assistant Superintendent, shall attempt to develop schedules which will permit ~~the forty five (45) minutes of~~ preparation time to be continuous. If, however, in the opinion of the principal, such schedules are not feasible, the preparation time may be non-continuous. Preparation time may be scheduled before, during or after the student's day.

An employee who accepts an assignment for an extended period of time to teach during his/her prep period will be compensated at the hourly rate of \$40.00. (2019)

In case of emergency, the teacher may be assigned other duties during his/her preparation period **if the volunteer list as defined in Article 18.6 has been exhausted. The assignment of teachers through this article shall be on a rotating alphabetical basis.**

19.2 Preparation time **shall be defined as time for self-directed preparation of lessons and correction of papers, planning instruction, contacting and conferencing with parents and administration, and District-mandated online training courses. Professional Learning Communities (PLC) and staff meetings shall not be considered preparation times** may also be used for other duties such as playground, hall, etc., for staff meetings and parent-teacher conferences as the principal directs.

MEMORANDUM OF AGREEMENT
BETWEEN THE DISTRICT AND WEA PURSUANT TO GROUND RULES
FOR NEGOTIATIONS 2021-2022

19.3 ELEMENTARY SCHOOL

When a special subject area teacher is in charge of an elementary school teacher's class, the regular teacher may leave the classroom and use that time as a preparation period.

Effective July 1, 2022 the District shall provide elementary teachers with a minimum preparation time of sixty (60) minutes per week.

19.4 MIDDLE SCHOOL

The District shall continue with its present practice to provide preparation time during the student's day in the schools where that system is currently in operation. The principal shall form a committee to assist in developing a schedule. The schedule shall be presented to the faculty prior to the close of the school year for implementation in the subsequent school year.

19.5 HIGH SCHOOL

The District shall continue with its current practices to provide a continuous, uninterrupted preparation period during the school day.

19.6 ELEMENTARY SPECIAL EDUCATION

Every reasonable effort will be made to schedule at least 90 minutes during the contract work week wherein elementary school (K-6) special education classroom/resource teachers can work on IEP planning and implementation in order to fulfill their responsibilities under both federal and state law.

The District Student Support Services. Special Education Area Administrators (SEAs) are committed to work with and assist the administrative and teacher staff at their assigned elementary schools to identify schedules that need improvement in order to facilitate special education teachers in those schools getting the time as described in the immediately preceding paragraph. (2014)

ARTICLE 21
TEMPORARY LEAVES OF ABSENCE

21.13 NATIONAL BOARD-CERTIFIED LEAVE

A teacher, counselor, or nurse, speech pathologist, or school library media specialist who, in accordance with Article 24, Section 24.4.2, is preparing for the National Board Certification will be afforded three (3) days paid leave.

ARTICLE 22
EXTENDED LEAVES OF ABSENCE

22.3 CHILD REARING LEAVE

22.3.6 In the event a female an employee is on a child-rearing leave and becomes unable to perform his/her duties due to injury or illness related to childbirth and/or child rearing ~~such disabilities caused by or attributed to childbirth~~ as verified in writing by his/her physician, he/she may have the option of charging such period of time to his/her accrued sick leave. Upon termination of such injury or illness ~~disability~~, the teacher may continue his/her child-rearing leave.

MEMORANDUM OF AGREEMENT
BETWEEN THE DISTRICT AND WEA PURSUANT TO GROUND RULES
FOR NEGOTIATIONS 2021-2022

ARTICLE 23
ASSOCIATION LEAVE

23.2 The President of the Association or his/her representative shall be allowed to visit schools. The President or his/her representative will make arrangements with the principal, or in his/her absence, the acting administrator, and shall confer with the principal on his/her arrival in the building in order to facilitate the purpose of the visit.

The Association shall have the right to conduct site visits before the student school day begins, during duty-free lunch periods, after the student school day ends, and with prior notice, meet during the teacher's preparation period. The Association shall not interfere with or interrupt the instructional learning day to conduct Association business or meet with employees.

ARTICLE 24
SALARIES AND INSURANCE

24.2 SALARY SCHEDULE NOTES

~~24.2.9 Beginning with the school year 2000-2001, all employees will be placed on the 20th step of the salary schedule at the beginning of their 20th year of creditable service. (2004)~~

24.4 NATIONAL BOARD CERTIFICATION ⁽¹⁹⁹⁹⁾

24.4.1 Teachers, counselors, and speech/language pathologists, or school library media specialists who are awarded National Board Certification, will be provided an 8% increase over their placement on the salary schedule for the duration of the certification. ⁽²⁰⁰⁷⁾

24.4.2 Nurses who are awarded National Board Certification will be provided a 3% increase over their placement on the salary schedule for the duration of the certification.

~~24.4.2~~**24.4.3** Teachers who have received confirmation of their eligibility to seek certification and provide written notice to the Human Resources Division and their site supervisor that they are preparing for the National Board entries will be provided paid leave in accordance with the provision in Article 21 Temporary Leaves.

24.7 DEPARTMENT CHAIRPERSONS

24.7.1 Candidates for department chair may not be in a probationary status or on a one-year-only contract. ⁽¹⁹⁹⁵⁾

Secondary librarians, who are assigned as a department leader (Chair) and required to attend meetings as such, shall be paid an annual stipend of \$450.00. This stipend shall increase by the same percentage that the general salaries increase each year.

2019-2020	2020-2021	<u>2021-2022</u>	<u>2022-2023</u>
\$489.14	\$503.81	<u>\$507.59</u>	<u>\$518.38</u>

MEMORANDUM OF AGREEMENT
BETWEEN THE DISTRICT AND WEA PURSUANT TO GROUND RULES
FOR NEGOTIATIONS 2021-2022

24.7.2 Each Department Chairperson shall be compensated for department supervision in accordance with the following schedule. Payment shall be prorated and paid monthly. Each Department Chairperson will continue to have one (1) unscheduled period for Department Chairperson duties. (2005)

NO. OF TEACHERS IN DEPARTMENT	PERS Adjusted ANNUAL PAY 2019-2020	PERS Adjusted ANNUAL PAY 2020-2021	<u>PERS Adjusted ANNUAL PAY 2021-2022</u>	<u>PERS Adjusted ANNUAL PAY 2022-2023</u>
2 – 3	—\$928.20	\$956.04	<u>\$963.21</u>	<u>\$983.68</u>
3.2 – 5	\$1392.85	\$1434.64	<u>\$1,445.40</u>	<u>\$1,476.11</u>
5.2 – 7	\$1857.51	\$1913.24	<u>\$1,927.59</u>	<u>\$1,968.55</u>
7.2 – 9	\$2323.29	\$2392.99	<u>\$2,410.94</u>	<u>\$2,462.17</u>
9.2 – 11	\$2786.82	\$2870.43	<u>\$2,891.96</u>	<u>\$2,953.41</u>
11.2 – 13	\$3251.47	\$3349.01	<u>\$3,374.13</u>	<u>\$3,445.83</u>
13.2 – 15	\$3716.13	\$3827.61	<u>\$3,856.32</u>	<u>\$3,938.27</u>
15.2 +	\$4180.79	\$4306.21	<u>\$4,338.51</u>	<u>\$4,430.70</u>

The stipends above shall increase by the same percentage that the general salaries increase each year.

24.8 MIDDLE SCHOOL INSTRUCTIONAL LEADERS

24.8.1 A Middle School Instructional Leader (“MSIL”) in the District is a classroom Post Probationary teacher who is selected by the school principal and performs instructional leadership functions within a prescribed area or areas, such as a PLC, a team or a department. MSILs work under the direction of the principal.

Each middle school will receive allocations for a number of MSIL positions. Each allocation would be valued at \$1,000.00 **\$1,040.30** for the 2019-2020 **2021-2022** School Year and \$1,030.00 **\$1,062.41** for the 2020-2021 **2022-2023** School Year. Each middle school must adopt procedures on how the allocations will be implemented and evidence to the District that the allocations are being properly utilized.

Only middle schools with 250 or more on student count day shall be eligible for allocations.

Each eligible middle school will have 6 base allocations – 4 for core subjects, 1 for encores and 1 for Special Education.

Middle schools with 250 to 500 students receive only the base allocations.

Middle schools with more than 500 students on count day each year will receive base allocations plus 1 additional allocation for every 100 students above 500.

This stipend shall increase by the same percentage that the general salaries increase each year.

MEMORANDUM OF AGREEMENT
BETWEEN THE DISTRICT AND WEA PURSUANT TO GROUND RULES
FOR NEGOTIATIONS 2021-2022

24.9 ISOLATION ALLOWANCE

24.9.1 The District agrees to continue the present isolation allowance to teachers at Gerlach and Natchez. Employees at Gerlach and Natchez shall receive an annual allowance as follows. If any employees are assigned for less than the 185 school days, their isolation allowance shall be reduced proportionately. (2003)

SCHOOL	2019-2020	2020-2021	2021-2022	2022-2023
Gerlach	\$2033.24	\$2094.24	\$2115.15	\$2160.10
Natchez	\$609.06	\$627.33	\$1000.00	\$1021.25

The stipends above shall increase by the same percentage that the general salaries increase each year.

24.10 GEOGRAPHIC ALLOWANCE

24.10.1 The District agrees to implement a geographic allowance to teachers at Incline. Employees at Incline schools shall receive an annual allowance as follows. If any employees are assigned for less than the 185 school days, their geographic allowance shall be reduced proportionately.

SCHOOL	2021-2022	2022-2023
Incline	\$750.00	\$765.93

The stipends above shall increase by the same percentage that the general salaries increase each year.

24.10 **24.11** MEDICAL INSURANCE

~~24.10.1~~ **24.11.1** The health insurance premium contributions by the District shall not exceed the following for Calendar Year ~~2020~~ **2022**:

Medical Insurance (including any and all related insurances or coverages) - \$694.40 per month per eligible employee; and GAP - \$14.80
 Dental Insurance - \$62.32 per month per eligible employee;
 Vision Insurance - \$12.32 per month per eligible employee; and
 Life Insurance - \$14.56 per month per eligible employee.

Effective January 2009, if insurance rates exceed the increased funding through the Nevada Distributive School Account, the parties may open negotiations on the above insurance contributions. (2015)

ARTICLE 31
REDUCTION IN FORCE

31.2.4 Reduction in force shall take place by applying the established criteria to those employees on the most recent "Seniority Year List" (See Section 31.2.9).

1. State license and/or subject area endorsement ~~AND/OR highly qualified status as defined by NCLB;~~

MEMORANDUM OF AGREEMENT
BETWEEN THE DISTRICT AND WEA PURSUANT TO GROUND RULES
FOR NEGOTIATIONS 2021-2022

2. Performance Evaluations;
3. Seniority;

Each employee must be categorized into one or more positions for which the employee is qualified to hold, based on criteria 1 above.

For the purposes of this article the term “teacher on a one-year-only contract” refers to teachers who are hired for one-year only. The term does not include limited term standard contract teachers in positions designated of limited duration. The Association will be notified whenever the District designates a one-year only contract.

(2013)

Within each position and subject the parties agree to establish and maintain 4 groupings of employees qualified to hold the position as follows:

4 groupings (effective 2012-2013)

- 1) Grouping One shall consist of each teacher on a one-year-only contract with an “Ineffective” or ~~“Minimally Effective”~~ **“Developing”** Performance Evaluation Rating, ordered within the grouping by greatest number of combined consecutive “Ineffective” and ~~“Minimally Effective”~~ **“Developing”** Performance Evaluations to the least, then by seniority.
- 2) Grouping Two shall consist of each employee with an “Ineffective” or ~~“Minimally Effective”~~ **“Developing”** Performance Evaluation Rating, ordered within the grouping by greatest number of combined consecutive “Ineffective” and ~~“Minimally Effective”~~ **“Developing”** Performance Evaluations to the least, then by seniority.
- 3) Grouping Three shall consist of each employee with an “Effective” Performance Evaluation rating.
- 4) Grouping Four shall consist of each employee with a “Highly Effective” Performance Evaluation rating.

Employees must be reduced in the order of their groupings based on seniority, as stated in the grouping descriptions above, with employees in Group One reduced first and employees in Group Four reduced last. (2011)

ARTICLE 32
DUE PROCESS

- 32.1 No teacher will be discharged, disciplined, or suspended without just cause. However, this provision does not apply to the nonrenewal of a probationary teacher. (2013)
- 32.2 Pursuant to NRS ~~391.3146~~**391.660**, the provisions of NRS ~~391.3145~~ **391.765** through ~~391.3194~~ **391.800** are superseded by this Agreement and do not apply to bargaining unit members. The sole mechanism for bargaining unit members to redress a violation(s) of this Article is the Article 12 Grievance Procedure of this Agreement.

ARTICLE 35
TERM OF AGREEMENT

MEMORANDUM OF AGREEMENT
BETWEEN THE DISTRICT AND WEA PURSUANT TO GROUND RULES
FOR NEGOTIATIONS 2021-2022

35.1 This agreement shall be effective as of the 1st day of July, ~~2019~~**2021**, and shall remain in effect until June 30, ~~2024~~**2023**, and shall continue from year to year thereafter in compliance with the laws of Nevada, unless either of the signatories hereto shall give written notice to the other as required by Nevada Revised Statutes of a desire to change wages, hours, and conditions of employment hereof.

~~If a Nevada Legislative special sessions is held during the 2019-2021 biennium, and there are additional monies allocated and designated for cost of living adjustments (COLAS) in the Distributive School Account for fiscal years 2020 and 2021, over and above that which was appropriated by the 2019 Nevada Legislative session, or, there is a decline to the amount of total revenue received by the District's general fund, which causes budget cuts for fiscal years 2020 or 2021, either party may elect to re-open negotiations in Article 35.2 only.~~

35.2 SALARIES/Appendix A

Two-year agreement with the following compensation and benefit increases:

For ~~2019-2020~~ **2021-2022**

General salary increase to the salary schedule in Appendix A by ~~3.0~~**2.125**% effective July 1, ~~2019~~ **2021** (retroactive to that date).

The District will also provide to all employees a one-time COVID differential pay of \$1,500.

The District will provide for step and lane movement for all employees eligible for step and lane movement on the salary schedule in Appendix A, and;

The District will pay all bargaining unit members' increased cost for the employee portion of health insurance premium beginning in January ~~2020~~ **2022**, if any.

~~For 2020-2021~~

~~General salary increase to the salary schedule in Appendix A up to 1% COLA, effective July 1, 2020 (retroactive to that date), based on the calculated General Fund surplus ("Surplus") for the year ended June 30, 2020, as shown in the District's audited Consolidated Annual Financial Report (CAFR). The Surplus shall be calculated as the sum of the following:~~

~~The net change in the in fund balance for the General Fund, as shown on the "Schedule of Revenues, Expenditures and Changes in Fund Balance – Budget and Actual", less assignments for encumbrances and carryover of general supply appropriations, as shown in Note 7, "Fund Balance/Net Position".~~

~~If the Surplus is at least \$2,900,000, a 1% COLA shall be paid. If the Surplus is less than zero, i.e., in the situation where the District did not have a surplus, no COLA will be paid. If the Surplus is between zero and \$2,900,000, a COLA calculated to the nearest one quarter of one percent (0.25%) will be paid based on the formula of: (Actual Savings + 2,900,000) multiplied by 1%. The potential COLA increase scale based on Surplus is:~~

Scale	COLA
\$0 – \$362,499	0.00%
\$362,500 – \$1,087,499	0.25%
\$1,087,500 – \$1,812,499	0.50%
\$1,812,500 – \$2,537,499	0.75%
\$2,537,500 – \$2,900,000	1.00%

MEMORANDUM OF AGREEMENT
BETWEEN THE DISTRICT AND WEA PURSUANT TO GROUND RULES
FOR NEGOTIATIONS 2021-2022

Members of the District Business Leadership Team will meet at least quarterly with the WEA President and Executive Director to review and discuss the District Financials during the term of this Agreement and until the CAFR is complete.

For ~~2020-2021~~2022-2023

General salary increase to the salary schedule in Appendix A by 1.0% effective July 1, 2022.

The District will also provide to all employees a one-time COVID differential pay of \$1,500.

The District will provide step and lane movement for all employees eligible for step and lane movement on the salary schedule in Appendix A and;

The District will pay all bargaining unit members' increased cost for the employee portion of health insurance premium beginning January ~~2024~~**2023**, if any.

MEMORANDUM OF UNDERSTANDING
SPEECH LANGUAGE PATHOLOGIST CONTRACT EXTENSION

Effective upon ratification and through the duration of this agreement the parties agree to extend the contracts of Speech Language Pathologists by two (2) additional days per year. Payment for these additional days shall be prorated and paid on a monthly basis.

Specific days shall be mutually agreed on by building administrators and the Speech Language Pathologist.

The parties further agree to study the impact of the additional days on workload management and develop additional proposals if necessary for the successor to this agreement.

Withdrawn Proposals

All proposals not contained in this MOA are deemed withdrawn and are not included in this agreement.

Anthony Spotts - WCSD

Summer Kay – WEA

Date

Date

WASHOE COUNTY SCHOOL DISTRICT
RENO, NEVADA

Negotiated Salary Increase = 2.125%
PERS Increase = -0.25%
Salary Reduction
Retroactively Effective 7/2021

TEACHER SALARY SCHEDULE
2021-22
(185-day contract for balance calendar schools)

	TA	TB	TC	TD	TE	TF	TG	TH
	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI	CLASS VII	CLASS VIII
	Less Than A Degree	BA Degree	BA Plus 24 Undergraduate or 16 Graduate Credits	BA Plus 48 Undergraduate or 32 Graduate Credits	MA Degree MA Equivalent	MA Plus 16 Graduate or Approved Credits	MA Plus 32 Graduate or Approved Credits	PhD/EDD
STEP	PER YEAR	PER YEAR	PER YEAR	PER YEAR	PER YEAR	PER YEAR	PER YEAR	PER YEAR
06	38,962	40,673	42,389	44,101	45,814	47,527	49,243	50,954
07	40,571	42,283	43,996	45,714	47,425	49,136	50,851	52,565
08	42,181	43,895	45,609	47,324	49,038	50,750	52,461	54,175
09	43,794	45,503	47,223	48,936	50,647	52,358	54,072	55,785
10	45,402	47,114	48,828	50,547	52,260	53,972	55,683	57,398
11	47,013	48,726	50,443	52,155	53,869	55,583	57,295	59,009
12	48,624	50,336	52,054	53,767	55,480	57,195	58,909	60,620
13	50,235	51,950	53,666	55,377	57,090	58,809	60,516	62,232
14	51,847	53,560	55,276	56,989	58,705	60,416	62,131	63,844
15			56,887	58,600	60,314	62,031	63,741	65,454
16				60,212	61,926	63,642	65,350	67,063
17					63,538	65,253	66,963	68,676
18					65,148	66,864	68,573	70,290
19					66,760	68,476	70,184	71,900
20	53,459	55,174	56,887	58,600	60,314	62,031	63,741	65,454
21	55,071	56,783	58,500	60,212	61,926	63,642	65,350	67,063
22						73,309	75,018	76,734
23							76,628	78,344
24							78,240	79,955

SALARY SCHEDULE NOTES

1. This schedule applies to Teachers, Nurses, Librarians and Counselors. (Counselors are paid for nine (9) additional days.) Certain positions are scheduled to work fewer contract days than the schedule noted above. Salaries for these positions are prorated based on the number of days worked.

The Washoe County School District pays an additional legislatively-designated amount to the Public Employees Retirement System on behalf of the employee for retirement benefits. No retirement contribution is made by the employee.

Beginning 08-09

Teachers entering the Washoe County School District may be allowed credit for out-of-state K-12 teaching experience in public schools to a maximum of ten (10) years. (Teachers with previous experience in the Washoe County School District or in another Nevada county may be eligible for more than ten (10) years experience on the salary schedule.) This may include two (2) years of military experience.

Non-public school experience may be granted up to two (2) years credit in accordance with Article 24 of the Negotiated Agreement.

Nurses entering the Washoe County School District may be allowed credit for previous nursing experience to a maximum of five (5) years in accordance with the Negotiated Agreement. This may include two (2) year military experience. Non-educational degrees are not recognized.

2. Inservice hours may be credited toward undergraduate or graduate credits according to Articles 24 and 30 of the Negotiated Agreement.

3. The Master's Equivalency Program allows movement beyond Column TD in accordance with Article 24, and in particular Section 24.2.11, of the Negotiated Agreement.

4. Approved credits are defined in Article 24 of the Negotiated Agreement.

- In order to advance beyond Step 4, a Class I teacher must have 90 units or more.

- Beginning with the school year 2006-07, Step 1 removed, Step 21 and column TH added to salary schedule.

- Beginning with the school year 2007-08, Step 14 added to TE, Step 15 added to TF, Step 17 added to TG and TH.

- Beginning with the school year 2008-09, Step 15 added to TE, Step 16 added to TF, Step 18 added to TG and TH. Removed Step 2

- School year 2010-11 All employees frozen at step and did not receive experience increment.

- Beginning with the school year 2015-16, Step 11 added to TA, and TB, Step 12 added to TC, Step 13 added to TD, Step 16 added to TE, Step 17 added to TF, Step 19 added to TG and TH.

- Beginning with the school year 2016-17, remove entry step (3) and add one new step to all columns. Step 12 added to TA, and TB, Step 13 added to TC, Step 14 added to TD, Step 17 added to TE, Step 18 added to TF, Step 22 added to TG and TH.

- Beginning with the school year 2017-18, remove entry step (4) and add one new step to all columns. Step 13 added to TA, and TB, Step 14 added to TC, Step 15 added to TD, Step 18 added to TE, Step 19 added to TF, Step 23 added to TG and TH.

- Beginning with the school year 2018-19, remove entry step (5) and add one new step to all columns. Step 14 added to TA, and TB, Step 15 added to TC, Step 16 added to TD, Step 19 added to TE, Step 22 added to TF, Step 24 added to TG and TH.

TEACHER SALARY SCHEDULE
2022-23
(185-day contract for balance calendar schools)

	TA	TB	TC	TD	TE	TF	TG	TH
	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI	CLASS VII	CLASS VIII
	Less Than A Degree	BA Degree	BA Plus 24 Undergraduate or 16 Graduate Credits	BA Plus 48 Undergraduate or 32 Graduate Credits	MA Degree MA Equivalent	MA Plus 16 Graduate or Approved Credits	MA Plus 32 Graduate or Approved Credits	PhD/EDD
STEP	PER YEAR	PER YEAR	PER YEAR	PER YEAR	PER YEAR	PER YEAR	PER YEAR	PER YEAR
06	39,352	41,080	42,813	44,542	46,272	48,002	49,735	51,464
07	40,977	42,706	44,436	46,171	47,899	49,627	51,360	53,091
08	42,603	44,334	46,065	47,797	49,528	51,258	52,986	54,717
09	44,232	45,958	47,695	49,425	51,153	52,882	54,613	56,343
10	45,856	47,585	49,316	51,052	52,783	54,512	56,240	57,972
11	47,483	49,213	50,947	52,677	54,408	56,139	57,868	59,599
12	49,110	50,839	52,575	54,305	56,035	57,767	59,498	61,226
13	50,737	52,470	54,203	55,931	57,661	59,397	61,121	62,854
14	52,365	54,096	55,829	57,559	59,292	61,020	62,752	64,482
15			57,456	59,186	60,917	62,651	64,378	66,109
16				60,814	62,545	64,278	66,004	67,734
17					64,173	65,906	67,633	69,363
18					65,799	67,533	69,259	70,993
19					67,428	69,161	70,886	72,619
20	53,994	55,726	59,085	62,441	69,057	70,787	72,513	74,244
21	55,622	57,351	60,711	64,069	70,684	72,415	74,139	75,873
22						74,042	75,768	77,501
23							77,394	79,127
24							79,022	80,755

SALARY SCHEDULE NOTES

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