

## MEMORANDUM OF AGREEMENT

This MEMORANDUM OF AGREEMENT (Agreement) is made and entered into by and between the WASHOE COUNTY SCHOOL DISTRICT (District) and the WASHOE EDUCATION SUPPORT PROFESSIONALS/NEVADA STATE EDUCATION ASSOCIATION (WESP). This Agreement is effective as of the dates outlined and is subject to approval by the District Board of Trustees. This agreement expires June 30, 2025.

### TERMS OF AGREEMENT

1. This Agreement is to memorialize an agreement between the District and WESP that provides for an extension for the 2024-2025 fiscal year of the Critical Shortage Compensation Adjustment (CSCA) process and compensation package for Education Support Professional (ESP) employees and positions in response to a critical labor shortage.

#### Critical Shortage Compensation Adjustment (CSCA) Process and Package

Critical Shortage Compensation Adjustments will remain in effect through June 30, 2025. CSCA compensation shall be considered separate from an employee's base wages.

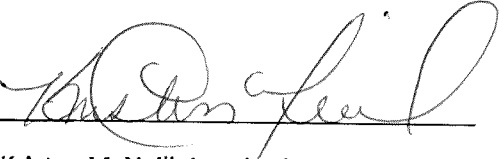
Positions currently identified as CSCA eligible based on the defined criteria outlined in the previous agreement and extended in this agreement are:

Transportation (Factor B)	Housekeeping (Factor A)	Nutrition Services (Factor A)
On-Call Bus Driver	Custodian	Nutrition Worker I
Bus Driver	Utility Crew Custodian II	NS Elem Roving Manager
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

2. 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.
3. This understanding is executed by the parties under the provisions of NRS Chapter 288, and with recognition and acknowledgement that the WESP/NSEA is the recognized bargaining agent under NRS Chapter 288 for Collective Bargaining Agreement (CBA) related disputes for collective bargaining unit members.
4. 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.
5. 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.
6. This agreement shall not be precedent setting in nature.

On Behalf of

WASHOE COUNTY SCHOOL DISTRICT

By: 

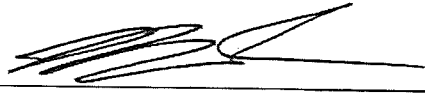
Dr. Kristen McNeill, Interim Superintendent

6/12/2024

Date

On Behalf of

WASHOE EDUCATION SUPPORT PROFESSIONALS/NEVADA  
STATE EDUCATION ASSOCIATION

By: 

Brian Lee, NSEA ~~President~~ Executive Director

5-23-24

Date