



## **Talent & Professional Growth Systems**

425 East Ninth Street \* P.O. Box 30425 \* Reno, NV 89520-3425  
Phone (775) 348-0200 \* Fax (775) 348-0304 \* [www.washoeschools.net](http://www.washoeschools.net)

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### **MEMO**

**TO:** All WESP-eligible Employees

**FROM:** Dr. Kristina Mason, Chief Talent Officer 

**DATE:** October 25, 2023

**RE:** Changes and Timeline for the 2023-2027 WESP Negotiated Agreement

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Thanks to our partnership with the Washoe Education Support Professionals (WESP) and the support of our Board of Trustees, the Memorandum of Agreement between the WCSD and WESP was finalized on October 10, 2023. We are excited to share info with you about the impact of this new agreement.

#### **Changes Affecting Salary:**

- All employees covered by the WESP agreement will receive a Cost of Living Adjustment (COLA) of 13.2% retroactive to July 1, 2023.
- All employees will also receive a COLA of 2% effective July 1, 2024.
- 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.
- \$3,000 recruitment/retention bonus for Special Education Aides and Assistants – for current employees, the bonus will be paid in two \$1,500 segments. The first payment will be in June 2024 and the second payment will be in June 2025.
- Employees who are receiving a Critical Shortage Compensation Adjustment (CSCA) will continue to receive that adjustment.

#### **Timeline:**

- November 2023 – Salary increase of 13.2% is implemented and retroactive lump sum payment for July 1-October 31, 2023
- By June 2024 – SB231 Matching funds for the 2023-2024 School Year paid in lump sum
- June 2024 – First \$1,500 Special Education Retention Bonus for Aides and Assistants
- July, 2024 – Salary increase of 2% is implemented

### **Other Changes:**

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

- “Human Resources Department” has been changed to “Talent Office”
- “Teacher Assistant” and “Teacher Aide” have been changed to “Paraeducator Assistant” and “Paraeducator Aide”, respectively
- Establishment of an Advisory Council that will meet at least 4 times per year for WESP members and the Association to bring concerns to the Superintendent.
- Makes changes to the grievance process under Article 7 to clarify timelines for submission and hearing of grievances, and states that all findings will be provided in writing.
- Removes the complaint procedure under Article 7.4, though the Association may reinstate the process if the District’s Staff Complaint process (Administrative Regulation 4425) is eliminated.
- 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 or 800 hours.
- The District and the Association will form a working group consisting of six members, three appointed by the Association and three appointed by the District, to review unit salary schedule, pay structure, and pay differentials.
- Requires prior written approval of the supervisor for an employee to work a modified schedule.
- Allows employees in the Transportation Department to report issues of safety to both their supervisors in the Transportation Department and to school administrators, where appropriate. The Transportation Department will develop a process for the implementation of this piece.