

AGREEMENT BETWEEN THE
WASHOE COUNTY SCHOOL DISTRICT
AND THE
WASHOE COUNTY SCHOOL POLICE
OFFICER'S ASSOCIATION

2025-2027



EFFECTIVE JULY 1, 2025

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**ARTICLE 1
PREAMBLE**

- 1.1 WHEREAS, pursuant to the provisions of Chapter 288 of the Laws of the State of Nevada, known as the Local Government Employee-Management Relations Act, the Washoe County School Police Officers' Association (hereinafter referred to as "the Association") has been recognized by the Washoe County School District Board of Trustees (hereinafter referred to as the "Board of Trustees"), and collectively referred to as "the parties," as the exclusive bargaining representative for the unit hereinafter described, and
- 1.2 WHEREAS, the parties recognize that the Board of Trustees is charged by law with the duty and responsibility of operating a public school system; AND WHEREAS, wages, hours, and other terms and conditions of employment of school district police officers, detectives and sergeants are matters of mutual concern to the Board of Trustees and the Association.
- 1.3 THEREFORE, this Agreement is entered into as of the final date of ratification between the Board of Trustees and the Association. It is the intent and purpose of this Agreement to assure sound and mutual beneficial economic and employment relations between the parties hereto; to provide an orderly and peaceful means of resolving any misunderstandings or grievances; and to set forth herein the agreements between the parties covering wages, hours, and other terms and conditions of employment as provided in Nevada Revised Statutes Chapter 288. All Memorandums of Understanding that predate the effective date of this Agreement are null and void and shall no longer have any effect on the interpretation of this Agreement. Agreements between the parties and other government entities, such as inter-local agreements, are not affected by this Article.

**ARTICLE 2
DEFINITIONS**

2.1 DEFINITION OF TERMS

- 2.1.1 The term "NRS 288" as used in the Agreement shall refer to Chapter 288 of the Nevada Revised Statutes, also known as the Local Government Employee-Management Relations Act.
- 2.1.2 The term "Employee," as used in this Agreement, means person working in the following positions: School Police Officer, Sergeant, and Detective I and II (except as provided in Article 3.2), and which is not a temporary position and which is regularly scheduled to work at least four (4) hours per day or twenty (20) hours per week. Employees are covered by this Agreement unless otherwise noted in the Agreement.
 - 2.1.2.1 A probationary employee is an Employee who has not completed twelve (12) months of continuous paid employment with the District in his/her current classification.
 - 2.1.2.2 A post-probationary employee is an Employee who has completed twelve (12) months of continuous paid employment with the District and successfully completed an appropriate FTO orientation program.
 - 2.1.2.3 A temporary employee is an employee who is hired on a temporary basis, for completion of a special project or task, an emergency, or for abnormal workloads. Temporary employees are not included in the bargaining unit.
- 2.1.3 The term "Board of Trustees as used in this Agreement shall mean the Board of Trustees of

the Washoe County School District.

- 2.1.4 The term "Association" as used in this Agreement shall mean the Washoe County School Police Officer's Association.
- 2.1.5 The term "District" as used in this Agreement shall mean the Washoe County School District.
- 2.1.6 The term "Superintendent" as used in this Agreement shall mean the Superintendent of Schools of the Washoe County School District or his/her designated representative.
- 2.1.7 The term "District" and "Association" shall include authorized officers, representatives, and agents.
- 2.1.8 The term "days" as used in this Agreement shall mean working days, not calendar days.
- 2.1.9 The term "year" as used in this Agreement shall mean fiscal year (July 1 through June 30), not calendar year (January 1 through December 31).
- 2.1.10 The term "immediate family" as used in this Agreement means: mother, father, husband, wife, children, sister, brother, mother-in-law, father-in-law, foster parents, sister-in-law, brother-in-law, son-in-law, daughter-in-law, step parents, half-brother, half-sister, grandchildren, grandparents, aunts and uncles, and any person living in the immediate household of the employee.

ARTICLE 3 RECOGNITION AND DESCRIPTION OF BARGAINING UNIT

3.1 RECOGNITION

- 3.1.1 In accordance with the provisions of Chapter 288 of the Nevada Revised Statutes, the Washoe County School Police Officer's Association has submitted to the Board of Trustees of the Washoe County School District, (1) a copy of its constitution and by-laws; (2) a roster of its officers and representatives; (3) a pledge in writing not to strike against the local government employer under any circumstances; and (4) a verified membership list showing that it represents a majority of the employees eligible in the described bargaining unit.
- 3.1.2 Therefore pursuant to and for the purposes of Chapter 288 of the Nevada Revised Statutes the Board of Trustees recognizes the Association as the exclusive bargaining agent to negotiate wages, hours, and other terms and conditions of employment for the employees in the bargaining unit.
- 3.1.3 This article shall continue and remain in full force and effect unless recognition is withdrawn as provided for in NRS 288.160.

3.2 CLASSIFICATIONS IN THE BARGAINING UNIT

- 3.2.1 School Police Officer
- 3.2.2 Sergeant

Effective July 1, 2007, the Detective I and II classification will be removed from the bargaining unit. The employees who are currently in the Detective I and II classifications will be grandfathered into these classifications, and will remain in the classification until such time as they may cease to work in such classification for any reason.

3.3 NEW CLASSIFICATIONS

- 3.3.1 The District shall meet and confer with the Association as to the appropriateness of inclusion in the bargaining unit of any new classification(s) added to the salary schedules during the term of this agreement in accordance with NRS 288.170. All appointments to new classification(s) established in the Association bargaining unit shall be competitive and open to all qualified, current Washoe School District Police Department employees.

3.4 PROMOTIONS

- 3.4.1 All qualified Employees shall be provided an opportunity to apply and compete for any vacant or new promotional classifications in the Association bargaining unit.

ARTICLE 4 NON-DISCRIMINATION

- 4.1 The District will not interfere with or discriminate with respect to any term or condition of employment against any employee covered by this Agreement because of membership in or activity as provided for in this Agreement on behalf of the members of this bargaining unit, nor will the District encourage membership in another employee organization.
- 4.2 The Association recognizes its responsibility as the exclusive negotiating agent and agrees to represent all employees in the negotiating unit without discrimination, interference, restraint, or coercion.

The provisions of this Agreement shall be applied equally to all employees in the negotiating unit, without discrimination as to age, sex, sexual orientation, gender identity or expression, physical or visual handicap, marital status, race, color, creed, national origin or political affiliation. The Association shall share equally with the District the responsibility for applying this provision of the Agreement.

ARTICLE 5 NO STRIKE - NO LOCKOUT AGREEMENT

- 5.1 The Association recognizes the public policy as expressed in NRS 288.230 in which the Nevada Legislature declared:
- 5.1.1 That the services provided by the School District as an employer are of such nature that they are not and cannot be duplicated from other sources and are essential to the health, safety, and welfare of the people;
- 5.1.2 That the continuity of such services is likewise essential, and their disruption incompatible with the responsibility to the people; and
- 5.1.3 It is the public policy of the State of Nevada that a strike against the School District as a local government employer is illegal.
- 5.2 The Association agrees to act and conduct its affairs in accordance with this policy. The Association, its officers and agents agree further that they shall not support any strike against the Washoe County School District nor shall they engage in or support any action to impair the rendering of such essential services by the District.

- 5.3 The District will not lock out any employees during the term of this Agreement as a result of a labor dispute with the Association.

ARTICLE 6 GRIEVANCE PROCEDURE

6.1 GRIEVANCE PROCEDURES - DEFINITIONS

- 6.1.1 A "grievance" is a complaint by an employee, group of employees, or the Association based upon an alleged violation, misinterpretation, or inequitable application of a specific provision of this Agreement.
- 6.1.2 An "aggrieved person" is an Employee, a group of Employees or the Association, asserting a grievance.
- 6.1.3 A "party in interest" is any person or persons who might be required to take action or against whom action might be taken in order to resolve the problem.
- 6.1.4 The term "days" when used in this Article shall, except where otherwise indicated, mean working days rather than calendar days.

6.2 PURPOSE

- 6.2.1 The purpose of this Grievance Procedure is to secure, at the lowest possible administrative level, equitable solutions to issues which may arise from time to time.
- 6.2.2 Both parties agree that these proceedings shall be kept as confidential as may be appropriate at any level of the procedure.

6.3 TIME LIMITS

- 6.3.1 Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum, and every effort should be made to expedite the process.
- 6.3.2 An Employee, group of Employees, or the Association shall file a grievance in writing as provided herein within fifteen (15) days after the Employee, group of Employees, or Association knew of or should have known of the act or condition on which the grievance is based.
- 6.3.3 Written documents required by Article 6 may be delivered by email by any party.

6.4 LEVEL ONE - SUPERVISOR

- 6.4.1 If an Employee feels that he/she has a grievance, he/she shall first discuss the matter informally with his/her immediate Supervisor and may request the presence of an Association representative. However, if the grievance is a result of an order made or an action taken by a higher ranking supervisor, then the grievance will be filed at that level. For example: If the action is initiated by the Chief of Police the grievance must start at his level.
- 6.4.2 If an aggrieved person is not satisfied with the disposition of his/her problem through informal procedures, he/she shall submit his/her claim as a formal grievance on the prescribed form, in writing within (15) days to his/her immediate supervisor, to the

Association Board, and to the Chief of Police. Should the aggrieved person choose to not involve the Association, then he/she shall follow the procedures contained within this article. The Association shall be notified of all grievances and the specific articles of the collective bargaining agreement being grieved within fifteen (15) days of any grievance being filed. Any grievance settled without the approval or concurrence of the Association shall not set precedence for any future grievance of the same or similar nature. The Association may not be notified of any non-precedent grievance settlement for which it is not a party without the consent of the individual grieving employee. If the Association has not demanded or approved arbitration, it shall not be responsible for any fees or expenses under Section 6.7 of this article.

- 6.4.3 The above referenced supervisor shall within fifteen (15) days render his/her decision and the reasons therefore in writing or by e-mail with delivery confirmation, on the prescribed form to the aggrieved person, with a copy to the Association Board, and to the Chief of Police. Should the aggrieved person choose to not involve the Association he/she shall follow the procedures contained within this Article. The Association shall be notified of all grievances and the specific articles of the collective bargaining agreement being grieved within fifteen (15) days of any grievance being filed. Any grievance settled without the approval or concurrence of the Association shall not set precedence for any future grievance of the same or similar nature. The Association may not be notified of any non-precedent grievance settlement for which it is not a party without the consent of the individual aggrieved person. If the Association has not demanded or approved arbitration, it shall not be responsible for any fees or expenses under Section 6.7 of this Article.

6.5 LEVEL TWO - CHIEF OF POLICE

- 6.5.1 If the aggrieved person is not satisfied with the disposition of his/her grievance at Level One, or if no decision has been rendered within fifteen (15) days, then the aggrieved person may file the written grievance with the Chief of Police and the Chief Human Resources Officer.
- 6.5.2 The Chief of Police shall within fifteen (15) days render his/her decision and the reasons therefore in writing, which may include e-mail with delivery confirmation, on the grievance form. Copies of the decision will be sent to the Chief Human Resources Officer.

6.6 LEVEL THREE - SUPERINTENDENT OF SCHOOLS

- 6.6.1 If the aggrieved person is not satisfied with the disposition of his/her grievance at Level Two, or if no decision has been rendered within fifteen (15) days, then he/she may file the written grievance with the Superintendent within fifteen (15) days after receipt of the decision at Level Two.
- 6.6.2 The Superintendent or his/her designee shall act for the administration at Level Three of the grievance procedure. Within fifteen (15) days after receipt of the written appeal for a hearing, the Superintendent or his/her representative shall meet with the aggrieved person for the purpose of resolving the grievance. When mutually requested by the parties, a full transcript of Level Three hearing shall be kept. The cost of such mutually-requested transcript shall be equally shared by both parties. If only one party requests a transcript of the hearing, the cost shall be borne by the requesting party. However, if the non-requesting party later seeks a copy (whether through discovery or other process) the non-requesting party will reimburse the original requesting party for half (1/2) of the cost paid by the original requesting party. The Superintendent shall within fifteen (15) days of the hearing render his/her decision and the reasons therefore in writing, which may include e-mail with delivery

confirmation, to the aggrieved person, supervisor or appropriate Administrator, and the Association.

- 6.6.3 Notification of Level Three grievance hearings shall be mailed, or emailed with delivery confirmation, to the aggrieved person and the Association at least five (5) days prior to the hearing. Should the aggrieved person choose to not involve the Association he/she shall follow the procedures contained within this article. The Association shall be notified of all grievances and the specific articles of the collective bargaining agreement being grieved within fifteen (15) days of any grievance being filed. Any grievance settled without the approval or concurrence of the Association shall not set precedence for any future grievance of the same or similar nature. The Association may not be notified of any non-precedent grievance settlement for which it is not a party without the consent of the aggrieved person. If the Association has not demanded or approved arbitration, it shall not be responsible for any fees or expenses under Section 6.7 of this article.

6.7 LEVEL FOUR-ARBITRATION

- 6.7.1 If the aggrieved person is not satisfied with the disposition of the grievance at Level Three, the Association may, within fifteen (15) days of the Superintendent's decision, or within thirty-five (35) days after grievance was filed if no decision is rendered by the Superintendent, notify the Superintendent and Chief of Human Resources in writing that he/she wishes to take the grievance to binding arbitration.
- 6.7.2 Within fifteen (15) days after written notice of submission to arbitration, the Superintendent, or his/her designee, and the Association shall agree upon a mutually acceptable arbitrator who is experienced, impartial, disinterested, and of recognized competence. If the parties are unable to agree upon an arbitrator, a request for a list of arbitrators shall be made to the Federal Mediation and Conciliation Service.
- 6.7.3 The arbitrator's decision shall be submitted in writing to the aggrieved person and the Superintendent, and the Association only, and shall set forth his/her findings of fact and reasons, on the specific issue(s) submitted. The arbitrator's decision shall be final and binding and shall be consistent with the law and with the terms of this Agreement.
- 6.7.4 The costs of the services of the arbitrator shall be shared equally by the Association and the District. Each party agrees to bear its own costs, fees and expenses in the preparation, presentation and participation in the case before the arbitrator. If a District employee is called as a witness during normal working hours, the employee will receive his/her regular salary without loss of compensation or leave time. Employees shall not receive overtime compensation for such appearance unless called as a witness by the District.
- 6.7.5 In the event any award would cost the District in excess of 1/4 (one- quarter) cent of the tax rate for any one specific grievance, or 1/2 (one- half) cent of the tax rate in the aggregate (more than one grievance) during the term of the Agreement, then the Board of Trustees shall have final authority.

At the next meeting of the School Trustees, the decision of the arbitrator and any other information shall be presented to the School Trustees for consideration and both parties shall have the opportunity to present their positions before the School Trustees take final action on the grievance.

- 6.7.6 In cases involving discharge, in the event an arbitrator cannot be mutually agreed upon, the parties agree to utilize and be bound by the rules for expedited arbitration of the Federal

Mediation and Conciliation Service, except and provided however each party reserves the right by either party, the parties agree to obtain a list from the Federal Mediation and Conciliation Service of seven (7) arbitrators participating in grievance arbitrations from which an arbitrator will be chosen by alternately striking names. A coin-toss shall determine which party strikes the first name.

6.8 RIGHTS OF EMPLOYEES TO PARTICIPATION

- 6.8.1 No reprisals of any kind shall be taken by either party against any party in interest, any school representative or any other participant in the grievance procedure by reason of such participation.
- 6.8.2 Any party in interest may be represented at any level of the formal grievance procedure by a person(s) of his/her own choosing.

6.9 MISCELLANEOUS

- 6.9.1 If in the judgment of the Association, a grievance affects a group or class of employees, the Association shall submit such grievance in writing to the Chief of Police directly and the processing of such grievance shall begin at Level Two.
- 6.9.2 Decisions rendered at all levels of the formal grievance procedure shall be in writing on or attached to the appropriate form, and shall set forth with the decisions and reasons therefore.
- 6.9.3 All documents, communications and records dealing with the processing of grievance shall be filed separately from the personnel files of the participants.
- 6.9.4 Forms for filing and processing grievances, and other necessary documents shall be jointly prepared by the parties, attached to this Agreement, and distributed by the Association. If the forms are not available at the time, a grievance may be presented in letter form.
- 6.9.5 A grievance may be withdrawn at any level by the aggrieved without prejudice.
- 6.9.6 The remedy available for any alleged breach of this Agreement or any alleged violation of rights hereunder granted, shall be pursuant to the foregoing grievance procedure, provided however, that nothing contained herein shall deprive any party of any legal right.
- 6.9.7 In the event there is a question as to whether a specific grievance is arbitrable such as a threshold issue, shall be considered first by a single motion which shall be decided by the arbitrator at least two (2) weeks before the arbitration hearing and no evidence shall be given as to the merits of the grievance. If the arbitrator finds the issue is not arbitrable no further consideration of the grievance shall be allowed. If the arbitrator finds the issue arbitrable he/she shall proceed to hear the grievance. If the arbitrator is unable to make a determination as to arbitrability from the motion practice because of disputed issue of fact exists, then he/she shall postpone the arbitration hearing and receive evidence on the disputed issues of fact in order to determine whether the grievance is arbitrable.
- 6.9.8 Any and all time limitations as set forth in this section may be extended by agreement of the parties.
- 6.9.9 A "continuing grievance" is a grievance based on similar acts or conditions which actively reoccur on an ongoing basis. For example, the District underpays an employee by \$10 on

each paycheck. A grievance based upon this act by the School District would be a continuing grievance.

- 6.9.10 Either party may make a recording (i.e., digital) at any of the above grievance levels. If a party is not making a recording, upon request, a copy of the recording will be provided at their own expense.
- 6.9.11 If a written decision/response is not received within the above time limits, the grievance will automatically move to the next Level.
- 6.9.12 Grievant shall have the right to have up to two (2) representatives of his/her own choosing present at any level of the grievance process, except where prohibited by NRS 289.080(5) and Nevada law.

ARTICLE 7

DISCIPLINE: PROBATIONARY/POST PROBATIONARY EMPLOYEES

7.1 GENERAL

- 7.1.1 New employees, employees who promote, and employees selected for special assignment shall serve a 12 month probationary period.
- 7.1.2 The twelve (12) month probationary period of an employee may be extended by the Superintendent or designee. An employee who previously satisfied a probationary period but does not complete a promotion or special assignment probationary period shall have a right of return to his/her former position.
- 7.1.3 During a special assignment probationary period, a probationary employee may be rejected as determined by the Chief or his/her designee and the reasons(s) must be provided in writing. With regard to any employee rejected during the probationary period for a special assignment, any grievance by the employee is limited to challenging whether or not the ground for the rejection from the special assignment is substantiated.

7.2 DISCIPLINARY ACTIONS

- 7.2.1 The District shall not suspend without pay, demote or discharge a post- probationary employee as a disciplinary action without just cause.
- 7.2.2 After an investigation pursuant to Article 7.3.8 below or when there are allegations that an employee's misconduct or unsatisfactory performance warrant disciplinary action of a written reprimand, suspension, demotion or termination, the supervisor or District administrator shall meet with the employee to hear the employee's response to the allegations. The supervisor or District administrator will provide the employee with a proposed "Notice of Investigatory/Due Process Meeting and Right to Representation" letter, which shall contain the allegations of misconduct or unsatisfactory performance and that the employee has the right to have an Association Representative present at the meeting. The notice letter shall be provided to the employee at least four (4) days prior to the scheduled meeting. It is recognized that under exigent circumstances a written notice may not be feasible and the employee may be given a verbal notice to meet.

7.3 PROGRESSIVE DISCIPLINE

- 7.3.1 The District and Association agree that progressive discipline is a constructive and

advantageous method of dealing with problems involving employee performance and misconduct. Constructive in that it assists the District in rectifying unsatisfactory performance and misconduct of an employee by providing information as to the manner with which the problem can and must be corrected. Furthermore, it serves to provide fair notice to the employee that failure to rectify unsatisfactory performance and misconduct will result in further disciplinary action. Progressive discipline is advantageous in that it demonstrates the District's commitment in attempting to rectify an employee's unsatisfactory performance and misconduct. When such is accomplished, both the District and employee benefit.

- 7.3.2 The District agrees to adhere to the principles of progressive discipline in matters which require disciplinary action. Such actions may include verbal warnings, documented counseling, written warnings and reprimands, suspension with or without pay, and demotion and termination. The principles of progressive discipline do not preclude serious disciplinary action being taken on a first offense if the offense committed is sufficiently serious to warrant such action.

7.3.3 VERBAL NOTICE/DOCUMENTED COUNSELING

- A. The supervisor shall meet with the employee to discuss the unsatisfactory performance and/or misconduct.
- B. If a documented counseling form is given to the employee by the supervisor, the employee is required to sign an acknowledgement line that he/she has received the counseling document. The employee has the right to respond in writing to the documented counseling within 30 days from the date the employee received the documented counseling. A timely written response by the employee shall be attached to the documented counseling.
- C. The documented counseling will only be placed in the employee's site file.
- D. An initial documented counseling issued to an employee who has met the expected standards, and who has received no subsequent counseling or discipline for the same or related matter, shall, upon request of the employee, be removed from the employee's site file anytime after twenty-four (24) months having elapsed from the original date of issue.

7.3.4 WRITTEN WARNING

- A. The supervisor shall meet with the employee to discuss the unsatisfactory performance and/or misconduct and the warning notice.
- B. When the written warning notice is given to the employee by the supervisor, the employee is required to sign an acknowledgement line that he/she has received the warning notice. The employee has the right to respond in writing to the warning notice within 30 days from the date the employee received the warning notice. A timely written response by the employee shall be attached to the warning notice.
- C. The warning notice will only be placed in the employee's site file.
- D. An initial written warning notice issued to an employee who has met the expected standards, and who has received no subsequent counseling or discipline for the same or related matter shall, upon request of the employee, be removed from the employee's site file anytime after twenty-four (24) months have elapsed from the

original date of issue.

7.3.5 WRITTEN REPRIMAND

- A. When it is determined that a Reprimand is appropriate, the supervisor shall meet with the employee to deliver the Written Reprimand. An Association Representative may be present.
- B. When a Written Reprimand is given to the employee, the employee is required to sign an acknowledgement line that he/she has received the Reprimand. A copy of the Reprimand will be placed in the employee's HR Personnel file. The employee has the right to respond in writing to the Reprimand within 30 days from the date the employee received the Reprimand. A timely written response by the employee shall be attached to the Reprimand in the HR Personnel file and to any and all files containing said information. Said reprimand shall inform the employee of his/her right to a pre-disciplinary hearing in front of the Chief of Police and his/her appeal rights.
- C. An employee or his/her representative may file a written request for a pre-disciplinary hearing to the Chief of Police within fifteen (15) days from the date the employee received the Written Reprimand. The request may be made by e-mail with delivery confirmation. If no request is made for the pre-disciplinary hearing to the Chief of Police within fifteen (15) days from the date the employee received the Reprimand, the employee waives his/her right to the hearing and to appeal the written reprimand. Upon receipt of the request the Chief shall convene or schedule the pre-disciplinary hearing within fifteen (15) days. The District shall provide the materials which the District is using to support the proposed disciplinary action to the employee at least five (5) days prior to the meeting. The Chief of Police shall render his/her decision and reasons therefore in writing within fifteen (15) days of meeting with the employee. If the employee or his/her representative elects to appeal the decision of the Chief he/she may appeal the discipline to the Chief Human Resources Officer or their designee who is from the Human Resources Department within fifteen (15) days of the Chief's decisions. The Chief Human Resources Officer or their designee from the Human Resources Department shall meet with the employee and his/her representative(s) or must schedule a meeting to meet with the employee and his/her representative(s) within fifteen (15) days of receiving the appeal. After hearing the appeal the Chief Human Resources Officer or their designee who is from the Human Resources Department must render a decision within fifteen (15) days following the appeal hearing. The Chief Human Resources Officer or their designee from the Human Resources Department shall have the authority to sustain or deny the appeal. The decision of the Chief Human Resources Officer or their designee from the Human Resources Department shall be final. If the appeal is denied the employee may provide a rebuttal statement within 30 days of the decision.
- D. An initial written Reprimand issued to an employee who has met the expected standards, and who has received no subsequent reprimand(s) for the same or related matter shall, upon request of the employee, be removed from the employee's personnel file any time after twenty-four (24) months have elapsed from the original date of issue. Any subsequent written Reprimand for any matter will remain in the employee's personnel file for thirty-six (36) months. If thirty-six (36) months elapse from the date the reprimand is issued, and the employee has

received no subsequent reprimand(s), upon request of the employee, the reprimand may be removed from the employee's personnel file.

7.3.6 SUSPENSION/DEMOTION

- A. When it is determined that a Suspension without pay or a Demotion is appropriate, the supervisor and/or District administrator shall meet with the employee to discuss the unsatisfactory performance and/or misconduct and the proposed Suspension without pay or a Demotion letter. The employee shall be notified that s/he has the right to have a Representative present at the meeting.
- B. When a Suspension without pay or a Demotion letter is given to the employee, the employee is required to sign an acknowledgement line that he/she has received the Suspension without pay or Demotion letter. However, the employee's signature does not constitute agreement by the employee that he/she agrees to the proposed discipline. A copy of the Suspension without pay or Demotion letter will be placed in the employee's HR Personnel file. The employee has the right to respond in writing to the Suspension without pay or Demotion letter within 30 days from the date the employee received Suspension without pay or Demotion letter. A timely written response by the employee shall be attached to the Suspension without pay or Demotion letter in the HR Personnel file and to any files containing said information.
- C. Prior to the Suspension without pay or a Demotion being implemented, the employee has the right to and must be provided notice that he/she may request a pre-disciplinary hearing with the Chief of Police. The employee, or his/her representative, must file a written request for the hearing within fifteen (15) days from the date the employee received the Suspension without pay or Demotion letter. If an employee or his/her representative, does not file a written request for the hearing within fifteen (15) days from the date the employee received the Suspension without pay or a Demotion letter, the employee waives the right to the pre-disciplinary hearing and to file a grievance under Article 6. The District shall provide the materials which the District is using to support the proposed disciplinary action to the employee, or his/her designated representative, providing the employee utilizes a representative, at least five (5) days prior to the effective date of a scheduled pre-disciplinary hearing.
- D. If after the above pre-disciplinary hearing the discipline is implemented, a written notice of discipline shall be served upon the employee and a copy served to his/her representative providing the employee utilizes a representative. The Chief of Police shall render his/her decision and reasons therefore in writing and serve same on the employee with a copy to his/her representative providing the employee utilizes a representative, within fifteen (15) days of meeting with the employee. Said notice shall inform the employee of his/her right to appeal.

7.3.7 TERMINATION

- A. When it is determined that termination is appropriate, the supervisor and/or District administrator shall meet with the employee to deliver a notice of proposed termination. An Association Representative may be present. However, the District may serve the proposed termination letter to the employee by certified and regular mail or by e-mail with delivery confirmation to the employee's last known address. The notice of proposed discipline shall contain the employee's right to appeal said recommended termination and shall notice the employee of their right to a pre-

disciplinary hearing.

- B. Prior to the termination being implemented, the employee, or his/her representative, has the right to a pre-disciplinary hearing with the Chief of Police. The employee shall receive written notice from the Department that they must file a written request for the hearing within fifteen (15) days from the date the employee received the notice of proposed termination. If an employee, or his/her representative, does not file a written request for the hearing within fifteen (15) days from the date the employee received the notice of proposed termination, the employee waives the right to the pre-disciplinary hearing and to file a grievance under Article 6. The District shall provide the materials which the District is using to support the proposed disciplinary action to the employee or his/her designated representative at least five (5) days prior to the effective date of a scheduled pre-disciplinary hearing.
- C. The Chief of Police shall render his/her decision and reasons therefore in writing and serve same on the employee with a copy to his/her representative providing the employee utilizes a representative, within fifteen (15) days of meeting with the employee. If after the above pre-disciplinary hearing the discipline is implemented, when feasible, a meeting will be held with the employee to deliver the termination letter and to inform the employee of the decision to terminate. However, the District may serve the termination letter to the employee by certified and regular mail to the employee's last known address. Said notice shall inform the employee of his/her right to appeal.

7.3.8 INVESTIGATIONS

Investigations shall be conducted in accordance with Chapter 289 of the Nevada Revised Statutes ("Chapter 289"), as in effect at the time of the investigation; however the provisions of Chapter 289 are not subject to this Agreement and its grievance procedures. Alleged violations of NRS 289 may be submitted in accordance with NRS 289.120.

Employees who are the subject of or a witness in an investigation shall be advised in writing of their right to representation and of the proposed date and time of the investigatory interview. Such employees shall be provided reasonable time to obtain desired representation.

Employees who are the subject of an investigation shall be advised of the outcome of the investigation no later than one hundred twenty (120) calendar days after the beginning of the investigation. In the event that the investigation is sufficiently complex to require a greater time period to complete than one hundred twenty (120) calendar days, the District shall provide notice to the employee as to the status of the investigation giving the reason(s) for the delay and the date on which the employee may expect to be advised of the outcome.

7.4 APPEALS

- 7.4.1 When a disciplinary action that includes a suspension, demotion or termination has been imposed by the Chief of Police and/or District administrator, the employee has the right to appeal under the terms of Article 6, providing the employee has requested a pre-disciplinary appeal hearing in accordance with the provisions of this Article 7. Failure to appeal by the employee or his/her Representative in accordance with the provisions of Article 6 will make the disciplinary action final and conclusive.

- 7.4.2 Post-probationary employees who are suspended without pay, demoted, or discharged as

a disciplinary measure may appeal such action through the grievance procedure (see Article 6). The appeal process will start at Level III, Superintendent, Article 6.6.

- 7.4.3 Probationary employees who are serving their initial twelve (12) month probationary period may not appeal disciplinary actions through the grievance procedure, unless the probation is a promotional probation.
- 7.4.4 In the event the appeal reaches Level Four of the Grievance Procedure, the arbitrator may determine whether the action taken was for just cause, and, if not, what remedy would be appropriate under the circumstances, up to reinstatement.

7.5 ABSENCE WITHOUT AUTHORIZATION

- 7.5.1 Any absence without authorization shall be grounds for disciplinary action. Any unauthorized absence for three (3) consecutive work days shall constitute an abandonment of position and may be treated by the District as a resignation and the provisions of Articles 6 and 7 shall not apply.

Prior to notifying the employee of his/her separation under this section, the District will send a certified letter to the employee at his/her address of record advising of the District's intent to separate them unless they contact the District within four (4) calendar days from the date the letter was mailed. In the event the employee does contact the appropriate administrator within the four (4) days, the District may still proceed with discipline, however, the action shall be subject to Articles 6 and 7 for permanent employees.

ARTICLE 8 WORK HOURS

- 8.1 The normal work week of employees covered by this Agreement shall consist of forty (40) hours. The normal work day for employees covered by this Agreement shall consist of eight (8) hours including a thirty (30) minute meal period, if time permits. In the event the Chief of Police, or his/her designee, institutes a nine (9) hour day (9/80 schedule) or a ten (10) hour day (4/10 schedule) the normal workday shall consist of nine (9) or ten (10) hours respectively, including a thirty (30) minute meal period, if time permits. The scheduling of work shifts and work weeks shall be as directed by the District, however, any change in work schedules will be made in consultation with the Association.
- 8.2 For the purpose of leave requests, absent unusual circumstances, (Vacation and Compensatory Time) all employees will be limited to taking a total of eighty- eight (88) hours off during regular scheduled school days, per school year (Winter, Spring, Fall and Summer break are excluded) for the use of vacation or compensatory time off. The eighty-eight (88) hours will be measured in actual ½ hour increments, used, for a total of eighty-eight (88) hours.
- 8.3 Duty hours shall be devoted fully to the performance of assigned duties. Periods of absence for personal matters shall not be credited toward duty hours and must be charged to vacation leave, compensatory leave, sick leave, or other approved forms of leave, as contained in this Agreement or be recorded as an unexcused absence.
- 8.4 Employees shall be granted two (2) paid rest periods of fifteen (15) minutes each during each half of an eight (8) hour shift, if time permits.
- 8.5 No overtime will be accrued by an employee for the time worked when the employee could not take a break or meal period.

ARTICLE 9
SICK LEAVE AND OTHER LEAVES

9.1 SICK LEAVE

9.1.1 General Provisions

9.1.1.1 Employees regularly scheduled to work at least five (5) hours per day or twenty-five (25) hours per week are eligible for leaves in this Article.

9.1.1.2 Sick leave is leave that shall be granted to an Employee who is unavoidably absent because of personal illness or accident or for visits to a licensed medical provider.

9.1.1.3 An Employee who is ill must contact the immediate supervisor and/or designee prior to the beginning of the Employee's assigned regular work shift except when due to an emergency or when contact is not possible, then contact shall be made as soon as possible thereafter.

9.1.1.4 Verification of illness, and/or release to return to work shall be submitted by the Employee upon return to work from an absence of three (3) consecutive schedule Work Days. In cases of suspected abuse of sick leave, the Chief of Police may require verification of the employee's illness or disability in order to charge the absence to sick leave. The verification of illness and/or release to return to work must be from a state licensed health care provider in an appropriate discipline.

9.1.1.5 An Employee may be required to submit a certificate of fitness because of extensive use of sick leave. "Extensive" shall mean that the Employee has used more than six (6) "incidents" of sick leave in the same Year. An "incident" of sick leave shall mean an absence of at least one-half of the assigned workday. Consecutive days of absence will be counted as one (1) incident. The District shall have the right to review the usage of such sick leave. Any use of sick leave exceeding sixty (60) hours in a Year may require a fitness for duty review.

If the Employee disagrees with the District's decision, the Employee may appeal the decision through the grievance procedure.

The District may request from the Employee an explanation by the Employee's physician of the need for the special treatment and whether the Employee is fit to perform the duties of the position. When the District requires a medical exam by a physician of the District's choice, any cost would be borne by the District. Selection shall be made by the District from a list of qualified physicians licensed to practice in the State of Nevada.

9.1.1.6 Sick leave must be earned before it can be used. To be earned for any biweekly pay period the employee must be in pay status (meaning on-the-job, and/or on paid vacation leave, sick leave, holiday leave, etc.) for at least five (5) work days during that biweekly pay period.

9.1.1.7 In the event of staffing shortages and/or emergency situations, approval or use of any leave may be withheld, with the exception of sick leave.

9.1.1.8 In the event an employee's sick leave is exhausted, the employee may elect to use compensatory time in lieu of leave without pay. Employees are permitted the option to utilize compensatory time in lieu of sick leave.

9.1.2 Accrual and Accumulation

9.1.2.1 Employees will accrue sick leave at the rate of .58 of a day per biweekly pay period.

Example: An employee paid over twenty-six (26) biweekly pay periods would accrue .58 of a day x 26 pay periods for approximately fifteen (15) days sick leave.

9.1.2.2 Accrual of sick leave is unlimited. However, for purposes of any compensation for unused sick leave program, the maximum number of days which may be purchased is 190.

9.1.2.3 Upon separation, employees with at least ten (10) years of service in Washoe County shall be entitled to payment for accumulated sick leave in accordance with Washoe County School District Regulation 4242.1. For purposes of this section, years of service shall include years of service in a non-bargaining unit position. Regulation 4242.1 shall not be incorporated into this Agreement by reference and thus shall not be subject to the grievance procedure.

9.1.2.4 For purposes of this Article, "separated" shall mean retired, resigned or deceased.

9.1.2.5 Total monies available for this compensation shall be 0.00328 of total General Fund State Revenues as shown in the amended General Fund Budget approved by the Board during the calendar year the benefit will be distributed.

9.1.2.6 The rate of pay shall be as follows: 25% of the days of accumulated sick leave, to a maximum of 190 days, multiplied by the employee's daily rate of pay at the end of the previous fiscal year.

9.1.2.7 Checks for said unused sick leave will be distributed to the employee within ninety (90) days after the close of the fiscal year in which the employee separates. Checks for said unused sick leave for the estate of deceased employees will be distributed to the estate within the same timelines.

9.2 PRE-PLANNED MEDICAL LEAVE

9.2.1 Pre-Planned Medical Leave refers to a planned absence from work due to a planned medical procedure, treatment, or appointment.

9.2.2 Employees shall inform their supervisors of Pre-Planned Sick Leave as early as possible.

9.2.3 Documentation will be provided as required under Article 9.1.1.5.

9.2.4 Except where Article 9.1.1.8 applies, Pre-Planned Medical Leave will be deducted from the employee's sick leave balance.

9.3 FUNERAL LEAVE

9.3.1 Employees will be granted one (1) or more leaves of absence of not more than five (5) consecutive days with pay per year, to be deducted from sick leave, to attend the funeral of

an immediate family member. Immediate family shall mean: Mother, father, husband, wife, children, sister, brother, mother-in-law, father-in-law, foster parents, sister-in-law, brother-in-law, son-in-law, daughter-in-law, stepparents, half-brother, half-sister, grandchildren, grandparents, aunts, or uncles, and any person living in the immediate household of the employee. A copy of the death certificate or obituary notice may be required.

9.4 FAMILY ILLNESS

- 9.4.1 An employee will be granted a leave of absence with pay, to be deducted from sick leave, for not more than ten (10) days for unavoidable absence because of serious accident or illness within the immediate family. A request for extension of this leave should be directed to the Chief Human Resources Officer. Verification of the illness from the attending physician may be required.

In the event of a prolonged critical illness or debilitating injury within the immediate family of an employee, the employee may use his/her accrued sick leave days in order to provide emotional or physical support for the immediate family member.

9.5 USE OF SICK LEAVE TO SUPPLEMENT WORKERS' COMPENSATION BENEFITS

- 9.5.1 Employees may use accrued sick leave to supplement Workers' Compensation benefits provided however, the sick leave payments shall not exceed the difference between the employee's salary and the Workers' Compensation benefits. If sick leave is used to supplement Workers' Compensation benefits, one-third (1/3) day of sick leave will be deducted from the employee's sick leave accrual.

9.6 CHILD REARING LEAVE

- 9.6.1 Upon written verification from her physician that she is unable to perform her duties due to disabilities caused or attributed to by pregnancy, miscarriage, childbirth, or recovery therefrom, an employee may have the option of charging such period of disability to her accrued sick leave.
- 9.6.2 An employee shall be granted a child-rearing leave without pay not to exceed twelve (12) calendar months upon written application to the Board of Trustees submitted at least one (1) month prior to the commencement of the requested leave. Such request must be accompanied by a birth certificate, if appropriate.
- 9.6.3 Such leave may be requested at any time during the pregnancy or within four (4) months after the birth of the child.
- 9.6.4 No benefits shall accrue to the employee while on a child-rearing leave, except that she shall be credited with one (1) year of service for salary advancement if he/she worked the major portion of the school year at the time such leave commenced. Upon return, the employee shall be credited with any accumulated unused sick leave.
- 9.6.5 In the event a female employee is on a child-rearing leave and becomes unable to perform her duties due to such disabilities caused by or attributed to childbirth as verified in writing by her physician, she may have the option of charging such period of time to her accrued sick leave. Upon termination of such disability, the employee may continue her child-rearing leave.

9.6.6 Upon written application to the Board of Trustees showing unusual and extenuating circumstances necessitating extending child-rearing leave, the Board of Trustees, at its discretion, may extend the leave for an additional period up to twelve (12) calendar months.

9.6.7 Adoption Leave: shall be granted to an employee who has been employed in the District for twenty-seven (27) working months. The District shall be notified by the employee of the impending adoption as soon as the employee has applied for adoption. A leave shall commence no later than nine (9) months after the placement of the child in the home.

Three (3) months prior to the expiration of the leave, the employee shall notify the District whether s/he plans to return to work.

Upon return, the employee shall be paid at the salary step on the salary schedule immediately higher than the step applicable at the beginning of such leave, provided that the employee worked the major portion of the school year at the time the leave commenced. Upon return, the employee shall be credited with the unused sick leave accumulated at the time the leave of absence commenced.

9.7 PERSONAL BUSINESS LEAVE

9.7.1 Employees who have less than three (3) years of continuous service may use one (1) personal business day per year.

Employees who have completed three (3) years of continuous service may use two (2) days per year.

9.7.2 Upon five (5) days advance notification to the supervisor, an employee shall be normally granted a Personal Business day. In case of personal emergency and when 5 days' notice cannot be given, notice should be given as early as possible. The personal business must be such that it will not reflect adversely on the District. The reason for personal business need only be discussed in general terms as it relates to the above requirements. The Chief of Police and/or his/her designee may deny requests to use Personal Business Leave or may require rescheduling of previously-approved leave, based on operational needs and/or emergency situations.

9.7.3 Personal Business Leave requests cannot be unreasonably denied and shall be provided in writing with details for such denial.

9.7.4 Personal Business days will be deducted from an employee's sick leave. Personal Business days do not carry over from year-to-year.

9.8 JURY LEAVE

9.8.1 An employee who is required to serve as a member of a jury shall not have loss in pay due to such service. However, any jury pay received by the employee shall be remitted to the Office of Business and Finance.

9.9 MILITARY LEAVE

9.9.1 Military leave shall be granted in accordance with the Uniformed Services Employment and Reemployment Rights Act (USERRA).

9.10 ABSENCE FOR NEGOTIATIONS

- 9.10.1 Negotiation conferences or meetings between the parties shall normally be held at reasonable times after the regular business day. When this is not practicable, the District will work with the negotiation team members to allow them to adjust their work hours in the work week to accommodate the negotiation dates and times, provided this will not result in overtime or otherwise negatively impact the District (including staffing needs). If work hour adjustment is not practicable (as described above), then members may use other accrued paid time off to cover the negotiation time period. However, at the request of the District and as an accommodation to District scheduling, negotiation conferences or meetings between the parties may be held at reasonable times during the regular business day and negotiation team members will not be required to use personal leave for such negotiation conferences or meetings.
- 9.10.2 Up to three (3) members of the Association's negotiating team shall be released from duties to attend such negotiating meetings. Such absences must be arranged with reasonable prior written notification. The release of individuals shall not result in less than one (1) School Police Officer remaining on duty at a location regularly assigned an officer.
- 9.10.3 Upon reasonable prior notification in writing to the supervisor (to be forwarded to the Human Resources, the President of the Association or the President's designee shall be granted up to ten (10) days per year leave with pay to be used for job-related training, which can include Association business related training so long as it also relates to job tasks or duties. The ten (10) days shall be distributed among the bargaining unit as the Association desires. Such leave shall be taken in one (1) hour increments (minimum).

9.11 LEAVE OF ABSENCE WITHOUT PAY

- 9.11.1 Employees may request in writing a leave of absence without pay for a specific period of time. Such leaves must be approved by the Chief of Police or his /her designee and, if the leave is to exceed one (1) calendar month, by the Superintendent or his /her designee.

Employees with more than six (6) months, but less than twelve (12) months, of service may not be granted a leave of absence without pay in excess of three (3) calendar months.

Any leave of absence shall not be counted towards the completion of any required probationary period.

Failure to return to work following a leave of absence shall be grounds for termination.

If an employee is absent without approved leave for three (3) consecutive work days, then it shall constitute a voluntary abandonment of the position, except where the employee was incapacitated and unable to provide notice to the District. If an employee is absent when leave is denied, such absence will be considered insubordination and subject to discipline.

9.12 LEAVE OF ABSENCE FOR VOTING

- 9.12.1 Absence with pay may be granted by the appointing authority to allow employee time off to vote, pursuant to the provisions of NRS 293.463.

9.13 COURT APPEARANCES

- 9.13.1 From time to time employees shall be required by a court, administrative body, or the District to appear in a judicial or administrative proceeding related to the performance of their official duties with the District or related to their duties as a peace officer. When so required during an off-duty period, employees shall be compensated for the time spent attending the judicial or administrative proceeding.
- 9.13.2 Any employee required to appear as provided above during either an off- duty or an on-duty period, and who receives a witness fee for his/her appearance, shall be required to remit such fees to the Office of Business and Finance.
- 9.13.3 Any employee required to appear as provided above, whether during an on-duty period or an off-duty period, shall retain any mileage fee paid in connection with such appearance, unless the employee is provided with a District vehicle to travel to and from such proceedings.

9.14 CATASTROPHIC SICK LEAVE BANK

- 9.14.1 Under this Agreement, all employees may become members of the Catastrophic Sick Leave Bank by voluntarily contributing one (1) sick leave day for the establishment and operation of the Bank. The Association understands and accepts that this Bank is to assist employees who have profound long-term illness or disabilities and who have exhausted their accumulated sick leave, administrative leave, and vacation days.
- 9.14.2 Responsibility for determining who shall receive days from the Catastrophic Sick Leave Bank rests exclusively with the Association. The Association holds the District harmless in the event of any action by an employee relative to use of the bank.
- 9.14.3 The District will notify the Association of the sick leave balance when it falls below ten (10) days. The Association will notify the District of its plan to restore the sick bank balance within fourteen (14) days, which may include a mandatory assessment. The association shall not approve sick bank use while the sick bank is below ten (10) days.

ARTICLE 10 VACATION LEAVE

10.1 General Provisions

- 10.1.1 Employees regularly scheduled to work at least five (5) hours per day or twenty-five (25) hours per week are eligible for vacation.
- 10.1.2 For vacation leave to be earned, the employee must be in a paid status (meaning on-the-job, and/or on vacation leave, paid sick leave, holiday leave, etc.).
- 10.1.3 Vacation leave must be earned before it can be used.
- 10.1.4 Reasonable consideration will be given to an employee's request for specified vacation dates. Requests for vacation time shall be approved by the Chief of Police or his/her designee. Generally, vacation requests are granted on a first come first serve basis. In the event that two or more employees request vacation leave for the same day(s) the Chief of Police or his/her designee will take seniority into consideration. It is the preferred practice that vacation time will be taken during the Christmas break, spring break and during the

summer break up to the time the Department's annual in-service training begins, or any other time school is not in session. However, an employee's request for vacation leave dates may be granted whenever practical but the operating requirements of the District, as determined at the discretion of the Chief of Police or his/her designee, shall prevail.

- 10.1.5 District staffing needs as well as emergency situations may require denial of vacation requests and/or rescheduling of approved vacation dates.

10.2 Accrual and Accumulation

- 10.2.1 No more than two (2) years of vacation leave may be accumulated. No additional vacation leave shall be accrued beyond the maximum that could be accumulated over two years.

10.2.2 Accrual Rates:

10.2.2.1 During the first three (3) years of service, .039 per hour.

10.2.2.2 During the fourth (4th) year through tenth (10th) year of service, .058 per hour.

10.2.2.3 During the eleventh (11th) year through fifteenth (15th) year of service, .070 per hour.

10.2.2.4 During the sixteenth (16th) year of service, .077 per hour.

Example: For an employee in paid status for 80 hours per pay period paid over twenty-six (26) biweekly pay periods would accrue in their first three (3) years, .039 x 80 hours x 26 pay periods for approximately ten (10) days per year.

10.2.2.5 Examples of Approximate Vacation Accruals (12 Month Employee):

<u>Length of Service</u>		<u>Vacation Days Accrued</u>
0 - 3 years	=	10 days
4 - 10 years	=	15 days
11 - 15 years	=	18 days
16 + years	=	20 days

ARTICLE 11 HOLIDAYS

11.1 SCHEDULED HOLIDAYS

- 11.1.1 Employees regularly scheduled to work at least five (5) hours per day or twenty-five (25) hours per week are eligible for the following scheduled holidays (pursuant to NRS 236, or any other day that may be a state holiday as declared by the Legislature of the State of Nevada, or a national holiday as authorized and approved by the Congress of the United States) provided the employee is in pay status the day preceding or following the holiday.

<u>Holiday</u>	<u>Day/Date</u>
New Year's Day	January 1
M. Luther King's Birthday	3rd Mon. in Jan.
President's Day	3rd Mon. in Feb.
Memorial Day	Last Mon. in May
Juneteenth National Independence Day	June 19
Independence Day	July 4
Labor Day	1st Mon. in Sept.
Nevada Day	Last Friday in October
Veteran's Day	November 11
Thanksgiving Day	4th Thurs. in Nov.
Family Day	Friday following Thanksgiving
Christmas Day	December 25

If any of the above holidays fall on Sunday, the Monday following shall be considered as the legal holiday; if any of the above holidays fall on Saturday, the preceding Friday shall be considered as the legal holiday.

ARTICLE 12 WAGES AND INSURANCE

12.1 WAGE SCHEDULES

12.1.1 Pay ranges for employees are included in the salary schedule(s) in Appendix A.

12.1.2 As incorporated into the salary schedule(s) included in Appendix A and effective July 1, 2025:

- FY 2026: Effective July 1, 2025, Employees shall receive a 9.75% cost of living adjustment, of which 7.75% was derived from cost-savings related to freezing four (4) unfilled unit positions.
- FY 2027: Effective July 1, 2026, Employees shall receive a 2% cost of living increase, subject to the provisions of Article 12.1.3.

12.1.3 For FY 2027, the percentage increase of total General Fund revenues must be at least 100% greater than (i.e., twice) the cost of living increase indicated above in Article 12.1.2. This is based on the Final Budget or Amended Final Budget submitted to the State Department of Taxation by June 8 or, in the case of an Amended Final Budget, within 30 days of the end of the legislative session. If the growth in total General Fund revenues is not at least 100% greater than (i.e., twice) the cost of living increase indicated in Article 12.1.2 for FY 2027, then the COLA will equal 50% of the percentage increase in total General Fund revenues, unless General Fund revenues increase less than 2%, in which case the COLA will be set at 0%.

In addition, in order to re-open negotiations for FY2027, total General Fund revenues must increase from the prior year more than 5.00%. Total General Fund revenue is measured based on the Final Budget submitted to the State Department of Taxation by June 8 for FY 2027.

12.1.4 Any salary match that is funded and paid by the State of Nevada and received by the District will be passed through to eligible employees upon full funding and approval. Any such match

shall be retroactive to the effective date of this Agreement, provided such match is paid retroactively by the State of Nevada.

12.2 DIRECT DEPOSIT

12.2.1 All employees will be paid by the District's paperless direct deposit pay system. Each employee will designate a financial institution to receive the direct deposit.

12.3 SALARY ADVANCEMENT

12.3.1 Classified employees hired prior to January 1 of any year will be eligible for a step advancement on July 1. Those employees hired after January 1 of any year will be eligible for step advancement on July 1 of the following year.

12.3.2 Deferment of a salary advancement may be recommended at the discretion of the Chief of Police. If an employee is not recommended for a salary advancement (step increase) within a pay range, such recommendation must be submitted in writing thirty (30) days prior to July 1st to the Office of Human Resources with a copy to the employee. Such recommendation to defer the step increase must be supported by a statement describing the performance deficiencies.

12.3.3 If an employee believes the recommended deferment of a step increase is unwarranted, then any grievance by the employee regarding such recommendation is limited to challenging whether or not the grounds for the recommendation are substantiated.

12.4 LONGEVITY BONUS

12.4.1 Employees who have completed eight (8) years of continuous service shall receive a longevity bonus.

12.4.2 Longevity pay shall be at a rate equal to one-quarter percent (.25%) of the employee's biweekly base hourly rate for each year of service, up to a maximum annual payment of five percent (5%) of base hourly rate for employees with twenty (20) years of service, with payment to be effected each pay day beginning with the pay period within which the anniversary falls. Years of service for calculation of longevity pay shall include full time service with the District.

12.5 OVERTIME/COMPENSATORY TIME

12.5.1 Overtime is defined as work in excess of the employee's regular scheduled work day and work week. Work week is defined as any seven (7) consecutive day period commencing Saturday and ending the following Friday.

12.5.2 Holidays, vacation days, Sick Leave days, and Compensatory Time Off (CTO) shall be counted as time worked for purposes of computing overtime.

12.5.3 All overtime and Compensatory Time Off (CTO) in lieu of paid overtime must be authorized in advance by the Chief of Police or his/her designee.

12.5.3.1 A supervisor will consider the desires of the employee in determining whether to award pay for overtime or Compensatory Time Off (CTO).

12.5.3.2 CTO may be accrued to a maximum of three hundred (300) hours. Accrued

CTO may be used during anytime of the year with the approval of the Chief of Police or his/her designee. However, it is the preferred practice that CTO be used during the Christmas and Spring breaks and Summer Vacation prior to the start of the departmental annual in-service training program. However, an employee's request to use CTO may be granted whenever practical, but the operating requirements of the District, as determined by the Chief of Police, or his/her designee, shall prevail.

If accrued CTO cannot be granted during the above referenced periods of time, compensation may then be paid for such credited time (at the request of the employee) at the employee's straight time hourly rate in effect at the time the payment is made.

- 12.5.4 All time worked in excess of a regular work day or regular work week, (except as provided in 12.5.5) will be paid at the straight time hourly rate or credited as Compensatory Time Off (CTO) on an hour for hour basis.
- 12.5.5 All time worked in excess of forty (40) hours in a work week will be paid at the rate of time-and-one-half (1-1/2) or credited as Compensatory Time Off (CTO) on a one-and-one-half (1-1/2) hours off for each hour worked in excess of forty (40) hours.
- 12.5.6 Employees may request to cash any or all of his/her CTO at the current straight time hourly rate on a quarterly basis each year (March, June, September, and December).
- 12.5.7 Every effort will be made to schedule overtime at least two (2) weeks in advance. There are times when this is not possible, however, and an officer may be required to work overtime during circumstances of late notice. When two (2) weeks' notice cannot be given, employees will be assigned as soon as practicable. If an employee is scheduled to work overtime and takes sick leave, then the employee shall notify their supervisor as soon as reasonably possible and the Chief of Police and his/her designee, at its discretion, may determine assignment or reassignment.
- 12.5.8 With regard to overtime assignments involving Nevada Interscholastic Athletic Association ("NIAA") post-season games, the Chief or the Chief's designee may not intentionally avoid two (2) weeks' notice in order to assign a specific employee to a specific event based on the location of the event or which school(s) are participating in the event.

12.6 HOLIDAY PAY

- 12.6.1 When an employee is called in to work on a holiday that falls on a day not regularly scheduled as part of their work schedule, they shall receive the following, which shall be in addition to holiday pay (straight time): (1) one and one-half (1.5) hours CTO for each hour or major fraction worked; or one and one-half (1.5) times their regular hourly rate of pay for each hour or major fraction worked. When work is performed on a holiday at an event covered by the Nevada Interscholastic Athletic Association (NIAA) reimbursement policies, then in addition to holiday pay (straight time), the employee shall receive two and one-half (2.5) times their regular hourly rate of pay for each hour or major fraction worked, which shall be paid from the NIAA reimbursement.

12.7 CALL BACK PAY

- 12.7.1 Any employee who is called back to work after completion of his/her regular shift with less than twelve (12) hours' notice shall be paid from the time the employee arrives at the work

location until the employee has completed his/her task. The rate of pay shall be at time and one-half or each hour worked. The employee shall also receive call back pay of three (3) additional straight time hours, unless the employee is already being compensated for being on standby pay.

12.8 TEMPORARY ASSIGNMENT PAY

12.8.1 Any employee who is officially assigned to perform a significant portion of the responsibilities of a position in a higher class by the Chief of Police or duly authorized designee because of the absence of an employee shall, after ten (10) days, be granted a five percent (5%) increase in his/her hourly rate of pay.

12.8.2 An officer who is placed in charge of a designated event or shift by the Chief of Police or his/her designee, at the Chief of Police's discretion, shall receive a five percent (5%) increase in their hourly rate of pay for the hours worked as a supervisor.

12.9 MILEAGE ALLOWANCE

12.9.1 In the event an employee covered hereunder is required to use his/her private transportation for school district business, the employee will be reimbursed at the rate set by the Internal Revenue Service, to be adjusted effective July 1 each year. Mileage will be calculated and paid for travel between work sites while on duty, but shall not be paid for travel between an employee's home or point of origin and a work site.

12.10 GROUP INSURANCE

12.10.1 Employees regularly scheduled to work least five and one-half (5 1/2) hours per day or twenty-seven and one-half (27 1/2) hours per week in one (1) specific position are eligible for group insurance. Employees will begin receiving group insurance upon the employee's first day of employment.

12.10.2 During the term of this agreement, District will contribute 100% of the cost for the employee's portion of medical insurance, dental insurance, vision insurance, and life insurance.

12.10.3 The annual physical examination required of police officers will substitute for the wellness check-up and assessment, because the demonstration of physical health in the exam exceeds the wellness measures of health.

The Police Department will provide Risk Management with the names of officers who have completed the annual physical exam. If for some reason an officer does not complete the annual physical exam, he or she will be subject to the wellness check-up and assessment provisions.

Employees may still participate in all Wellness Program activities.

12.11 SERVICE CONNECTED DISABILITY

12.11.1 In the event an employee is absent due to a workers' compensation temporary total disability and where the District does not offer light or modified duty that complies with the Physician's work limitations recommended for the Employee, the following benefit, which will be retroactive to the date of the injury, will be provided under the conditions and restrictions noted.

If such employee qualifies for the district workers' compensation program and the benefits paid do not equal the employees regular bi-weekly base wage the district will pay a maximum of 33 1/3% of the regular bi-weekly base wage daily rate for a period not to exceed one hundred (100) working days. During this period of time no time will be deducted from any of the employees leave time (sick, holiday or compensatory time). In no case shall the employees' daily pay under this benefit exceed the daily rate based on the regular bi-weekly daily rate.

This benefit shall only apply to qualified disabilities which are the result of the employee performing activities which are unique to peace officers. Activities unique to peace officers shall include the following: Traffic stops, pursuit of suspects, response to emergencies or calls for assistance, physical altercations, transportation of prisoners and searches conducted on individuals, buildings and vehicles. The determination as to whether the disability qualifies as unique to peace officer work shall be made by a board consisting of a representative from Risk Management, a representative from the Washoe County School District Police Department, selected by the Chief of Police, and a representative from the School Police Officer's Association (WCSPOA). The decision of the Board will be final.

The District shall have the right to have such employee examined by a Physician of its choice at any time this benefit is being paid and may require such employee to be available for and work light duty based on the Physician report.

This benefit shall in no way conflict with or usurp NRS 281.390.

12.12 EDUCATION INCENTIVE PAY

12.12.1 Employees who have received intermediate POST Certification shall receive three percent (3%) of the biweekly base hourly rate per pay period; or five percent (5%) of the biweekly base hourly rate per pay period for Advanced POST Certification.

12.12.2 Earned hours and units toward Intermediate and Advanced POST Certification must be earned on off duty hours unless it involves a qualified District activity.

12.12.3 Effective July 1, 2022, employees who have obtained an Associate's Degree from an accredited college or university shall receive an additional stipend payment in the amount of \$300/year. This stipend will be paid at the beginning of the fiscal year and is in addition to any POST certificate incentive pay.

12.12.4 Effective July 1, 2023, employees who have obtained a Bachelor's Degree from an accredited college or university shall receive an additional stipend payment in the amount of \$500/year. This stipend will be paid at the beginning of the fiscal year and is in addition to any POST certificate incentive pay.

12.12.5 An employee who is entitled to more than one stipend as identified in Articles 12.12.3 or 12.12.4 shall receive the higher stipend payment and no combination thereof. It shall be the personal responsibility of the individual to furnish a certified transcript to Human Resources before payment will be made.

12.12.6 Earned hours and units will be at the employee's expense.

12.13 STANDBY PAY

- 12.13.1 Standby time is defined as any time other than when an employee is actually working, which has been specifically scheduled and directed by the Chief of Police or his designee, during which the employee is restricted in order to be immediately available for call of duty. Standby time does not include any time where an employee carries a mobile communications device to respond to calls when available. Employees who are assigned during a pay period to be on standby shall receive a bonus of \$100.00 for that pay period.

12.14 PHYSICAL FITNESS INCENTIVE

- 12.14.1 The Chief of Police or his/her designee shall provide employees one opportunity per year to participate in a physical ability test. The test shall be the State Physical Fitness Examination for certification as a Category I peace officer. Participation is strictly voluntary. Except as described below there will be no retest or makeup physical ability test for any employee who is unable or unwilling to participate in the physical ability test on the date offered by the Chief of Police for any given year.

Employees who meet or exceed the physical fitness standards as laid out in the State Physical Fitness Examination shall be paid a stipend of \$500 for the first year that they pass the test, \$750 for the second year and \$1,000.00 for the third year and every year thereafter in which they take and pass the test. The stipend will be paid within forty-five (45) days upon passing the physical ability test.

Officers who have sustained injuries in the line of duty and are on a light duty status at the time that test is being administered shall be exempted from the physical ability test for that year. As long as the officer participated in the test and passed the previous year, during the successor year, if they are back to a full duty status then they may participate in the physical ability test. Should they pass the test as described herein, they shall receive the stipend amount from the previous year where they did not take the test, as well as the stipend amount for having successfully passed the test in that current year.

The administrator of the physical shall be Nevada POST certified in physical ability testing.

There is no penalty for not participating in or not passing the physical ability test.

12.15 BILINGUAL PAY

- 12.15.1 Effective July 1, 2022, WCSO officers who are capable of fluently speaking, understanding and translating both English and foreign languages (including American Sign Language), as verified by passing a Level I Language Certification Test offered through Truckee Meadows Community College or equivalent educational institution may be eligible to receive a stipend of \$500 per year. No employee may receive more than one stipend per year for bilingual work.

Once an officer has successfully completed the mandatory assessment, they will not be required to complete another exam unless they voluntarily withdraw and then wish to re-enter the program. Should an officer receiving the stipend demonstrate an unwillingness to utilize his/her second language skills for the benefit of the department, the department may remove the individual from the list and bilingual pay will cease for that individual.

12.16 PAY ERRORS

12.16.1 All employees covered by this Agreement have a duty to promptly report any error in pay to the District as soon as is reasonably possible upon the discovery of the error. The District has a duty to promptly report any error in pay to the involved employee(s) as soon as is reasonably possible upon the discovery of the error. Should the Association discover an error that is not reported to them by an employee, it shall have a duty to promptly report any such error(s) in pay to the District as soon as is reasonably possible upon the discovery of the error. However, the recovery of any money paid by any over or underpayment made by the District to an employee shall be limited to one (1) year from the date that the employee, the Association or the District knows or should have known of the error.

ARTICLE 13 SPECIAL ASSIGNMENTS

13.1 SPECIAL ASSIGNMENTS PAY

Employees assigned to perform the following special assignments will receive the following percentages of additional compensation, calculated according to their base hourly rate for the time spent performing the assignment. If the time spent performing the assignment exceeds forty (40) hours in one pay period, the special assignment pay will apply to all hours in that pay period.

CPR/First Aid Instructor	2.5%
Crime Scene Investigator	2.5%
Bloodborne Pathogen Instructor	2.5%
Defensive Tactics Instructor	2.5%
Impact Weapon Instructor	2.5%
OC Pepper Spray Instructor	2.5%
Firearm Instructor	2.5%
Drug Recognition Expert	2.5%
Training Team	2.5%
Field Training Officer	5.0%
SWAT	5.0%

Employees assigned to the following special assignments will receive the following percentages of additional compensation, calculated according to their base hourly rate, during the time period they are assigned to these special assignments:

Detective	5.0%
K9 Officer	5.0%
Motor Officer	5.0%

13.2 The Detective and Motor special assignments will be for a period of three (3) years, with the Chief of Police or his/her designee having the option to extend the assignment for up to an additional two (2) years. The Chief may remove an employee from the Detective, K9 and Motor special assignments during three (3) year period and any grievance by the employee regarding such removal is limited to challenging whether or not the grounds for the removal are substantiated.

Note: Effective July 1, 2007, individuals employed as Detectives at the time of ratification of this Agreement were grandfathered as Detectives under the salary schedules in Appendix A in the Association Agreement dated July 1, 2007, through June 30, 2011.

Employees are not eligible for special assignments until they have completed their new hire probation.

ARTICLE 14 UNIFORM

- 14.1 The Department shall furnish to employees, within a reasonable period after the initial date of hire, the following items of uniform attire:

- a. Two (2) long sleeved uniform shirts
- b. Two (2) short sleeved uniform shirts
- c. Three (3) pair of uniform pants
- d. One (1) tie
- e. One (1) duty jacket
- f. One (1) baseball style cap
- g. One (1) all-weather jacket
- h. One police badge
- i. One (1) name tag
- j. Upon passing bike school, one pair of pants or shorts, and one shirt
- k. Any officer assigned as a Gang Officer shall receive an initial issue of two (2) uniform shirts and two (2) uniform pants.

The District shall replace or repair watches and eye wear (\$200 per item). The District shall replace or repair an item listed above or issued by the Department which is damaged (other than normal wear and tear) while conducting activities unique to peace officers. Activities unique to peace officers shall include the following: Traffic stops, pursuit of suspects, response to emergencies or calls for assistance, physical altercations, transportation of prisoners and searches conducted on individuals, buildings and vehicles. Any disagreement concerning whether the activity is unique to peace officer work shall be made by the Chief giving consideration to the input from the Association. The decision of the Chief will be final.

- 14.2 The Department will notify the Association of impending changes in Department uniform. The Association may submit comments thereon to the Chief of Police. The final decision rests with the Chief of Police. If the Chief of Police directs a change in uniform which requires new items to be purchased, the District will either provide the items or will reimburse the cost to employees.
- 14.3 Employees will receive a yearly uniform allowance of \$1,250. This allowance will be paid at the beginning of each fiscal year and will be used for the upkeep and replacement of uniforms.

ARTICLE 15 SAFETY

- 15.1 The District agrees to continue to maintain safe and healthful working conditions in accordance with applicable Nevada Revised Statutes.

15.2 SAFETY/SPECIAL EQUIPMENT

- 15.2.1 The department shall furnish the following items of equipment to School Police Officers and Investigators, and will replace any such item damaged during the course of employment, provided such damage was not caused by misconduct or negligence of the employee:

- a. One ASP Baton w/holster
- b. One bullet resistant vest NIJ level II
- c. CPR mask
- d. One O.C. Pepper Spray and holder

NOTE: With the exception of the bullet resistant vest, no employee may substitute any of the above furnished items for any other like type item. With regard to the bullet resistant vest, the employee may elect to not receive the standard vest and instead take a credit of \$924 toward their purchase of a NIJ level IIIA vest. The employee may also combine this credit with their safety equipment allowance below towards such purchase. The vest is replaced every 5 years and the employee may begin the replacement process ½ year before the expiration of the 5 year period.

15.2.2 The Department shall provide cages for marked patrol vehicles.

15.2.3 All employees will receive a yearly safety equipment allowance of \$800. This allowance will be paid at the beginning of each fiscal year and will be used for the upkeep and replacement of safety equipment.

15.3 The Department will notify the Association of impending changes in safety equipment. The Association may submit comments therein to the Chief of Police. The final decision rests with the Chief of Police.

ARTICLE 16 TRANSFERS

16.1 The District has the right and is entitled without negotiation to transfer any employee. Provided, however, that the District shall not transfer an employee as a form of punishment.

ARTICLE 17 LAYOFFS

17.1 SENIORITY DATE AND QUALIFICATIONS

17.1.1 Employees who work four (4) hours per day (or less) or twenty (20) hours per week (or less) are not covered by this article.

17.1.2 In the event the District determines that staff must be reduced, the "seniority date" with Washoe County School District shall determine the order in which employees shall be reduced, provided however, that no employee shall be replaced by another employee not qualified (in the District's opinion) for such classification nor shall one employee replace another if the latter employee is at a higher salary range.

17.1.3 For purposes of this Agreement, "Seniority" or "seniority date" shall mean the date of hire as a Category 1 police officer with the Washoe County School District. Any resignation or termination of employment shall constitute a "break" in seniority. For the purpose of staff reduction, seniority date shall mean the first working day subsequent to the most recent break in service if any. Leaves of absence shall not change the employee's seniority date.

17.1.4 In the event two (2) or more employees have the same seniority date, then seniority shall be determined by a lottery in which employees having the same seniority date shall draw lots in accordance with a predetermined procedure.

- 17.1.5 In the event of a layoff, existing vacancies will be utilized to the maximum extent possible to place employees in continuing positions who otherwise would be terminated from the District. All layoffs will be carried out in compliance with applicable laws and regulations.
- 17.1.6 All employees terminated by layoff shall be placed on a Reemployment Priority List for all positions for which they are qualified and available and which positions are not at a higher level than previously held. All such employees must be given preference for rehiring in permanent positions for which they are qualified. Names shall remain on the Reemployment Priority List for one (1) year. However, refusal of a comparable position may result in removal from the Reemployment Priority List.
- 17.1.7 All other conditions being equal, the seniority date shall prevail as the determining factor for purposes of layoff and first right to rehire. An employee's seniority date for layoff and bumping purposes shall encompass all periods of service from the employee's last continuous employment date. Periods of separation may not be bridged to extend such service unless the separation is a result of a layoff, in which bridging will be authorized if the employee is reemployed within the period of his/her layoff eligibility.
- 17.1.8 The Association will be informed of any pending reduction in force prior to the official notification of employees affected thereby at the earliest date release of said information is authorized. The Association and the District shall meet to discuss the reasons for the layoffs, the number and types of positions affected, and the approximate date the layoffs will take place. At this time, the Association may make its views and recommendations known (in writing) to the Chief Human Resources Officer concerning the implementation of such layoffs.

ARTICLE 18 DUES DEDUCTION

18.1 AUTHORIZATIONS - PROCEDURES

- 18.1.1 Upon appropriate written authorization from the employee, the District shall make biweekly Association dues deductions from the salary of the employee and make appropriate remittance to the Association.
- 18.1.2 No later than October 15th of each year, the Association will provide the District with a list of those employees who have voluntarily authorized the District to deduct Association dues and the amount to be withheld for each employee. The Association will notify the District monthly in writing of any changes in said list. Changes in the amount to be withheld must be submitted in writing at least thirty (30) days prior to the date the change is to be effective. Any employee desiring to have the District discontinue deductions he/she has previously authorized must notify the District in writing during September for that school year's dues.
- 18.1.3 Upon termination of an employee, the current month's dues will be deducted from the final check.
- 18.1.4 The District agrees not to honor any check-off authorizations or dues deduction authorizations executed by any employee in the bargaining unit in favor of any other labor organization representing employees for purposes of negotiations for wages, hours and working conditions, and other fringe benefits for its employees.
- 18.1.5 The employee's earnings must be sufficient after other required deductions are made to cover the amount of the Association dues. In the case of an employee who is in non-pay

status during part of the pay period, and whose wages are not sufficient to cover the full withholding, no Association dues deductions shall be made. In this connection, all other required deductions have priority over Association dues.

18.2 INDEMNITY

- 18.2.1 The Association agrees to indemnify, defend, and hold the District harmless against any and all claims or suits that may arise out of or by reason of action taken by the District in reliance upon any authorization cards submitted by the Association to the District.
- 18.2.2 The Association agrees to refund to the District any excess amounts paid to it in error on account of the payroll deduction provision upon presentation of proper evidence of error or mistake.

ARTICLE 19 GENERAL SAVINGS CLAUSE

- 19.1 In the event that any provision of the Agreement or any application thereof, is held contrary to law by a court of competent jurisdiction and said decision becomes final, then such provision or application will not be deemed valid and subsistent except to the extent permitted by law. However, all other provisions or applications will continue in full force and effect. The parties will meet not later than twenty (20) days after any such holding becomes final for the purpose of renegotiating or considering the provision(s) affected.

ARTICLE 20 PERSONNEL FILES

- 20.1 Personnel files for employees shall be kept in accordance with NRS, Chapter 289, the Washoe County School Police Department Policy, District Policy, and the Washoe County School Police Officer's Association Agreement currently in force.

ARTICLE 21 SHIFT BID

- 21.1 Special Assignments:

Special Assignments (listed in Article 13.1) should be assigned before the shift bid process. Those officers who are selected for the Special Assignments are only eligible to bid for shifts between officers in their Special Assignments and will be done in accordance with seniority of the officers in that Special Assignment.

- 21.2 Campus/Patrol Divisions:

Officers, who are not in Special Assignments, shall bid for either patrol or campus officer positions based on seniority. Those officers bidding for either patrol or campus assignments shall bid for their shift hours and location assignment during the patrol and campus bid.

- 21.3 Procedure:

Bidding shall take place once per year, in May, thirty (30) days prior to the end of the school year. The bid date and preview shall be posted not less than fifteen (15) days prior to the shift bid date. Once posted, officer assignments shall be finalized by June 30. Each employee's bid selection will be considered by the Chief of Police, but he/she will have final discretion in

determining employee assignments.

- 21.4 For the purposes of the shift bid, seniority is defined in Article 17.1.3. Ties in seniority shall be determined by a coin toss overseen by the Chief of Police, and that tie reconciliation will stand for the life of the involved officers. (It is noted this definition intentionally does not align with that of the Washoe County School District, which utilizes District hire date.)
- 21.5 The Chief of Police reserves the right to change the location assignment of an employee should circumstances arise that create a vacated campus or patrol position. The Chief of Police may not change the normal shift hours, unless in accordance with Article 9 of the Agreement. Every reasonable effort will be made to advise the officer(s) employees affected by the change as soon as possible prior to reassignment, contrary to their preferred bid. Once the vacated position is filled, the reassigned officer employee will be returned to their his/her previous patrol or campus assignment. However, in the event of a site schedule change after the bid, the Chief may change the location and shift assignments of employees.

ARTICLE 22 TERM OF AGREEMENT

22.1 LENGTH OF AGREEMENT

- 22.1.1 This Agreement shall be effective July 1, 2025, and shall remain in effect until June 30, 2027, and shall continue from year to year thereafter subject to notice under NRS 288.180. All provisions contained in this Agreement shall become effective with the effective date of this Agreement unless a different date is specifically noted in the provision.
- 22.1.2 The District agrees to not sell or convey or cause to sell or convey or otherwise transfer or cause to transfer its security operations to a new employer without first securing the agreement of the successor to enter into negotiations with the Washoe County School Police Officer's Association in accordance with NRS 288 for the purpose of development of a successor Agreement. Until such time as negotiations are concluded in accordance with NRS 288, the wage, hours, and terms of conditions of the current agreement shall remain in effect.

22.2 RATIFICATION OF 2025-2027 AGREEMENT

On behalf of Washoe County School Police
Officer's Association (WCSPOA):


Keith Killian, WCSPOA President

On behalf of Washoe County School District
(WCSD):


Joe Ernst, Superintendent

Date: 10-08-2025

Date: 10/13/25

APPENDIX A

SCHOOL POLICE SALARY SCHEDULE
2025- 2026

Police Officer	
WP 23	2025-26*
STEP 1	\$25.80
STEP 2	\$27.25
STEP 3	\$28.87
STEP 4	\$30.54
STEP 5	\$32.34
STEP 6	\$34.20
STEP 7	\$36.19
STEP 8	\$38.35
STEP 9	\$39.12
STEP 10	\$39.90
STEP 11	\$40.69

COLA:
9.75%
\$28.32
\$29.91
\$31.68
\$33.52
\$35.49
\$37.53
\$39.72
\$42.09
\$42.93
\$43.79
\$44.66

Detective II	
WP 24	2025-26*
STEP 1	\$28.06
STEP 2	\$29.63
STEP 3	\$31.37
STEP 4	\$33.18
STEP 5	\$35.15
STEP 6	\$37.13
STEP 7	\$39.30
STEP 8	\$41.56
STEP 9	\$42.38
STEP 10	\$43.23
STEP 11	\$44.08

COLA:
9.75%
\$30.80
\$32.52
\$34.43
\$36.42
\$38.58
\$40.75
\$43.13
\$45.61
\$46.51
\$47.44
\$48.38

Sergeant	
WP 25	2025-26*
STEP 1	\$31.36
STEP 2	\$33.15
STEP 3	\$35.11
STEP 4	\$37.12
STEP 5	\$39.28
STEP 6	\$41.55
STEP 7	\$43.95
STEP 8	\$46.47
STEP 9	\$47.39
STEP 10	\$48.35
STEP 11	\$49.31

COLA:
9.75%
\$34.42
\$36.38
\$38.53
\$40.74
\$43.11
\$45.60
\$48.24
\$51.00
\$52.01
\$53.06
\$54.12

* Current salary, calculated by applying the PERS reduction of 4.375% to FY25 salaries

APPENDIX B

(RESERVED)

APPENDIX C

Grievance Form

To be completed by the grievant

GRIEVANT INFORMATION:

Employee Name		Employee ID	
Location and Job Title		On Behalf of the Association	
Date Filed		Date Received	

GRIEVANCE DETAILS:

On what date did you become aware of the act or condition on which this grievance is based?			
Witnesses (if applicable)			
Grievant' s Statement			
Violations of Negotiated Agreement			
Has this grievance been discussed with your direct supervisor?	Yes	No	Other, please specify

PROPOSED GRIEVANCE RESOLUTION:

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Employee Signature	
--------------------	--

District Use Only

Received By	
Name	
Job Title	

Date	
Signature	

Please submit the completed form to LaborRelations@washoeschools.net for processing