

ITEM #A1

Article 4 (New Section) Support for outside Professional Development

1. In order to support the Professional Development of unit members, the District will annually allocate funds into a unit members professional development fund. The District shall allocate six thousand, five hundred dollars (\$6,500) per year for the unit members professional growth fund. Any unused funds will be carried over to the next year, subject to a maximum amount in the fund of thirteen thousand dollars (\$13,000), with the balance reported to the Association monthly.
2. In order to access the employee professional growth fund, an employee must apply to the Association Executive Board for funding for expenses to attend professional development outside of the district, including but not limited to sub coverage, conference fees or registration, travel, lodging, and other related expenses from the established fund. If an application is approved by the Association's Executive Board, costs may be covered directly by the district or by reimbursement to the employee, which shall be made after all receipts have been submitted using a Travel Expense Report Form. Any additional balance in the fund on August 5th will be re-allocated by the Association, divided among approved applicants whose documented expenses exceeded the initial approval amount. All approved expenses must be submitted to the district no later than August 10th after the school year in which they were approved.
3. The Association's Executive Board will be responsible for reporting to the District the names of unit members that have been approved for funding along with the amount approved. It is the responsibility of approved unit members to request the Purchase Order(s) and/or provide the required documentation and receipts in order to be reimbursed.

ITEM #A2

Article 1 (New Section) Prohibition of Unilateral Action

The District will not take any actions affecting wages, hours and other terms and conditions of employment as defined in Section 8(d) of the National Labor Relations Act which violate the terms of this Agreement or are otherwise inconsistent with its obligations under law.

ITEM #A3

Article 6 – Section 13 – Emergency Closure Days

Custodial Job Classifications

Emergency closing days are considered to be regular workdays. Employees who are unable to work during emergency closing days may:

- A. Request sick/emergency leave (if appropriate)
- B. Request that the absence be charged as a vacation, personal or floating day.

Non-Custodial Job Classifications

Emergency closing days are considered to be regular workdays. Employees who are unable to work during emergency closing days may:

- A. Request sick/emergency leave (if appropriate)
- B. Request that the absence be charged as a vacation, personal or floating day.
- C. May work remotely.**

ITEM #A4

Article 1 Section 3 – Job Descriptions

Section 3 - Job Descriptions

A. Descriptions for all positions subject to this Agreement shall be made available upon request. It is agreed that direct supervision of students shall not be included in the job description.

1. All job descriptions shall be available for review upon request. When a job description for a bargaining unit position has been newly created or revised, a copy will be provided to the affected employees and the Association.

B. When an employee feels that they are being asked to perform duties outside their job description, the employee may discuss the concern with their supervisor. Employees shall have the right to representation by the Association in any discussions with their supervisor. **If not satisfied after a discussion with their supervisor, the association may bring the issue to Labor Management.**

C. Job descriptions for all positions subject to this Agreement will be developed by the District with input from the Association.

Association Tuesday, November 14, 2023, Proposals

ITEM #A5

Wage Schedule

ITEM #A6

For the 2024-2025 school year, the wage schedules in Appendix A will be increased by the inflationary factor + 1%.

	Step 1	Step 2	Step 3	Step 4	Step 5
Exempt Technology		1.05	1.05	1.05	1.05
IT System Administrator	\$85,016	\$89,267	\$93,730	\$98,417	\$103,337

Non-Exempt Technology					
Technology Specialist 1	\$29.37	\$30.84	\$32.38	\$34.00	\$35.70
Technology Specialist 2	\$32.43	\$34.05	\$35.75	\$37.54	\$39.42
Technology Engineer 1	\$34.10	\$35.81	\$37.60	\$39.48	\$41.45
Technology Engineer 2	\$37.15	\$39.01	\$40.96	\$43.01	\$45.16

Non-Exempt District Admin					
Fiscal Technician 1	\$29.37	\$30.84	\$32.38	\$34.00	\$35.70
Fiscal Technician 2	\$32.43	\$34.05	\$35.75	\$37.54	\$39.42
Program Coordinator 1	\$29.37	\$30.84	\$32.38	\$34.00	\$35.70
Program Coordinator 2	\$32.43	\$34.05	\$35.75	\$37.54	\$39.42
Program Manager 1	\$34.10	\$35.81	\$37.60	\$39.48	\$41.45
Program Manager 2	\$37.15	\$39.01	\$40.96	\$43.01	\$45.16

Education Stipends	
PhD Degree	4.00%
Master Degree	3.00%
Bachelors	2.00%
Associates	1.00%

ITEM #A7

Section 1 - Definitions

As used in this Agreement, the following words will have the following meanings unless the context in which they are used shall clearly indicate another meaning:

- A. **“District”** shall mean the Pullman School District No. 267, Pullman, Washington.
- B. **“Board”** shall mean the Board of Directors of the Pullman School District as the governing body of the District.
- C. **“Association”** shall mean the Pullman Educational Support Personnel affiliated with the Washington Education Association and the National Education Association.
- D. **“Parties”** shall mean the District and the Association as co-signers of the Agreement.
- E. **“Agreement”** shall mean the Collective Bargaining Agreement (CBA) signed by the District and Association.
- F. **“Employee”** shall mean those employees for whom the Association is recognized as the duly authorized bargaining agent.
Unless the context in which they are used clearly requires otherwise, words used in this Agreement denoting gender shall include both masculine and feminine, and words denoting number shall include both singular and the plural.
- G. **“Superintendent”** shall mean the chief administrator of the District.
- H. **“President”** shall mean the presiding officer of the Association.
- I. **“Day”** shall mean employee workday.
- J. **“Seniority”** ~~shall mean as the first date on which the employee began continuous daily employment within the bargaining unit, hereinafter called the “hire date”.~~ Seniority is defined in Article III Section 7 Seniority and Probation.
- K. **“RCW”** shall mean the Revised Code of Washington.
- L. **“WAC”** shall mean Washington Administrative Code.
- M. **“PERC”** shall mean the Public Employees Relations Commission.
- N. **“Inflationary Increase”** shall mean implicit price deflator (IPD) or as defined by the State Legislature.

Article IV – Working Conditions

Section 3 - Holidays

A. All employees shall receive the following paid holidays that fall within their work year:

New Year's Day Veterans Day
Martin Luther King's Birthday Thanksgiving Day
President's Day Day after Thanksgiving
Memorial Day Christmas Eve Day
Independence Day Christmas Day
Labor Day New Year's Eve Day
Juneteenth

B. These holidays will be observed as they appear on the approved District calendar. If a holiday falls on Saturday, it will be observed the previous Friday and if it falls on Sunday, it will be observed the following Monday.

C. Worked Holidays: Employees who are required to work on the above described holidays shall receive the pay due them for the holiday, plus time and one-half for all hours worked on such holidays.

D. Floating Holidays: On the years that there are 261 work days between September 1 and August 31, one day shall be granted so that the work year is only the 260 days for which employees are paid. At the beginning of the school year the payroll officer shall send notice telling employees if they are entitled to a floating holiday. Floating holidays are not cumulative. The floating holiday shall be taken at any time with advanced approval of the **eustodian's** supervisor.