

**Pullman Educational Support Personnel
2023 Bargaining Session**

**School District's November 29, 2023
Proposals & Counterproposals**

Presenter: District
Provision: Article IV, § 4
Title: Vacations
Date: November 29, 2023

Agreed to: Y / N
District Initials: _____
Association Initials: _____

District’s Proposal

E. Central District Office employees will continue to receive vacation days in accordance with their current contracts and District policies and procedures for the 2023-2024 school year. Beginning in the 2024-2025 school year, Central District Office employees will receive vacation days consistent with this provision.

Association’s Counter Proposal

No association counter at this time.

Presenter: Association
Provision: Article IV, New Section
Title: Professional Development
Date: November 29, 2023

Agreed to: Y / N
District Initials: _____
Association Initials: _____

Association's Proposal

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.

District's Counter Proposal

Respectfully decline.

Association's Counter Proposal

No association counter at this time.

Presenter: District
Provision: Article V, § 2
Title: Transfers and Vacancies
Date: November 29, 2023

Agreed to: Y / N
District Initials: _____
Association Initials: _____

District's Proposal

- A. Job openings or vacancies shall be posted electronically for a minimum of five (5) days. An email regarding each posting shall concurrently be provided to the Association president.
- B. ~~Lead I and Lead II Custodian positions~~ Non-entry level positions shall be posted internally for five (5) working days prior to being filled. If there are no transfer applicants selected, or if no transfer requests are received by the end of the fifth (5th) day, the position will be posted for outside applicants.
- C. Job openings or vacancies for entry level positions shall be posted both internally and externally for a minimum of five (5) days. Current employees who apply for the open position will be granted an interview. Preference will be given to in-district candidates; however, the District reserves the right to hire the most qualified candidate for the position. Temporary and substitute employees are considered external candidates.
- D. The hiring administrator, in consultation with the hiring committee, shall make the final determination regarding the filling of the position based on employee qualifications, experience, seniority and ability to perform the duties of the position. All employees not selected shall receive written notice.
- E. An employee may be involuntarily reassigned, within a Classification, after consultation with the employee, the employee's current supervisor, transfer supervisor, and approval of the superintendent/designee. Involuntary transfer will only occur when necessary after seeking volunteers and exploring other reasonable remedies. Involuntary reassignment may be due to, but not limited to, such things as overstaffing at a site or changes in need for custodial services resulting from changes in program or site conditions.

Association's Counter Proposal

- A. Job openings or vacancies shall be posted electronically for a minimum of five (5) days **except for Classified Central District Office positions**. An email regarding each posting shall concurrently be provided to the Association president.
- B. **All Classified Central District Office Employees' positions shall be posted internally for five (5) working days prior to being filled. If there are no transfer applicants selected, or if no transfer requests are received by the end of the fifth (5th) day, the position will be posted for outside applicants. The posting must be posted in the district office breakroom and posted electronically.**
- C. Lead I and Lead II Custodian positions shall be posted internally for five (5) working days prior to being filled. If there are no transfer applicants selected, or if no transfer requests are received by the end of the fifth (5th) day, the position will be posted for outside applicants.

D. Job openings or vacancies for **custodial** entry level positions shall be posted both internally and externally for a minimum of five (5) days. Current employees who apply for the open position will be granted an interview. Preference will be given to in-district candidates; however, the District reserves the right to hire the most qualified candidate for the position. Temporary and substitute employees are considered external candidates.

E. An employee may be involuntarily reassigned, **within a Classification**, after consultation with the employee, the employee's current supervisor, transfer supervisor, and approval of the superintendent/designee. Involuntary transfer will only occur when necessary after seeking volunteers and exploring other reasonable remedies. Involuntary reassignment may be due to, but not limited to, such things as overstaffing at a site or changes in need for custodial services resulting from changes in program or site conditions.