

**Pullman Educational Support Personnel
2023 Bargaining Session**

**School District's December 4, 2023
Proposals & Counterproposals
(Second Set)**

Presenter: Association
Provision: Article I, § 3
Title: Job Descriptions
Date: December 4, 2023

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

Association's Proposal

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 the employee is still not satisfied, then prior to filing a grievance, the Association will may seek to resolve the matter at Labor Management. If the Association chooses to take the matter to Labor Management then the grievance timeline is in abeyance on the issue until the day after the Labor Management meeting is held and there is no resolution.**

C. When a job description includes, "Other Duties As Assigned," such other duties will be reasonably related to the department, **intent**, role, and responsibilities of the position.

District's Response

Tentative Agreement

Presenter: District
Provision: Article I, § 9
Title: Contracting Out
Date: December 4, 2023

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

Association's Proposal

All work customarily performed by the School District in its own facilities with its own employees shall continue to be performed by them.

A. Custodial Services: Customary custodial services may not be subcontracted, except for temporary emergency situations requiring immediate action to meet established school timelines, avoid damage to facilities or safeguard students/employees.

B. Central District Office Services: Customary office services may not be subcontracted, except when a project is temporary in nature and either beyond the scope of the position or beyond the skill set of the employee and the employee cannot reasonably acquire such skill set in the time necessary to implement the project.

1. For this subsection, temporary means a project that is one-time, non-reoccurring, and typically less than one month in length.
2. This restriction on subcontracting work does not prohibit the District from entering into a contract for the purchase of goods or services that includes installation or set-up assistance as part of the purchase.

District's Response

Tentative Agreement

Presenter: Association
Provision: Article IV, New Section
Title: Professional Development
Date: December 4, 2023

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

Association’s Proposal

The district agrees to pay for the trainings required by the district as a condition of employment/position including but not limited to First Aid/CPR training.

For the Classified District Office Classification, a minimum of one self-selected training/conference opportunity per year will be allowed and paid for by the district.

District’s Counter Proposal

The district agrees to pay for the trainings required by the district as a condition of employment/position including but not limited to First Aid/CPR training.

Central District Office Classification employees may present to their supervisor an annual plan for professional development. The employee’s plan may include attendance at one training, conference, seminar, or similar. The employee’s request for training must be aligned with their position, meet the current or expected needs of the district, and be tied to evaluation criteria. The supervisor may refuse an employee’s request if it does not meet the needs of the district, or there are budgetary constraints. If a supervisor denies a request, the employee may submit a revised request for a different or lower cost training, including virtual attendance in lieu of physical.