

**Pullman Educational Support Personnel - 2023 Bargaining Session
School District's December 5, 2023 Financial Package Proposal**

To be accepted in whole or rejected in whole.

Wage Schedule

- IPD + 1.0% (4.7%) for 2023-2024 wages.
- Step changes remain at 3%
- MOU where the Association will present an analysis and review of current job titles at Labor Management, and District will determine whether adjustments need to be made. To be completed by June 1, 2024.

Prohibition of Unilateral Action (Article I, New Section)

Association will withdraw this proposal.

Vacations (Article IV, Section 4)

Association will agree to the district's proposal originally presented on November 29, 2023

Personal Leave (Article VI, Section 15)

Association will agree to the district's proposal originally presented on November 29, 2023

Overtime (Article VII, Section 3)

Association will agree to the district's counter proposal presented on December 5, 2023