

**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.**

**(Third Set)**

**Wage Schedule**

- IPD + 1.0% (4.7%) for 2023-2024 wages.
- Step changes to 3.25% between steps. Equal to a 1.1% salary increase (5.8%)
- MOU where the Association will present an analysis and review of current job titles at Labor Management, and District will participate in the conversation with a problem-solving approach. 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