

## **Pullman Educational Support Personnel (ESP)**

**2023 Bargaining Session : Fiscal (F) Proposal - Submitted: 12/5/23**

*(Presented as a single proposal. Pullman ESP reserves the right to rescind this proposal and resume bargaining sections individually)*

### **Wage Schedule**

For the 2023-2024 School Year All Central District Office employees will receive a raise of 11.3% to their existing wages. The step changes in the salary schedule will increase to 5% from 3%. The parties agree to enter into a MOU that will analyze and review current job titles through Labor Management to be completed by June 1, 2024.

Employees will receive a stipend at the beginning of the school year if they have a higher degree, bachelor's will be \$500, Masters will be \$1,100.

### **Prohibition of Unilateral Action (Article I, New Section)**

*Association will withdraw this proposal.*

### **Vacations (Article IV, Section 4)**

*Association will agree to the districts proposal originally presented on November 29, 2023*

### **Transfers and Vacancies (Article V, Section 2)**

*Association will agree to the districts counter proposal presented on December 4, 2023*

### **Personal Leave (Article VI, Section 15)**

*Association will agree to the districts proposal originally presented on November 29, 2023*

### **Summer Hours (Article IV, Section 2)**

*Association will agree to the districts counter proposal presented on December 5, 2023*

### **Emergency Closing Days (Article VI, Section 13)**

*Association will agree to the districts counter proposal presented on December 5, 2023*

### **Overtime (Article VII, Section 3)**

*Association will agree to the districts counter proposal presented on December 5, 2023*