

# Pullman Educational Support Personnel (ESP)

## 2023 Bargaining Session: Fiscal (F) Proposal 3 - 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 5.2% to their existing wages.
- The step changes in the salary schedule will increase to 5%.
- 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.

### Vacations (Article IV, Section 4)

For the Classified District Office Classification,

- A. During the first year of employment, twelve-month employees will be granted thirteen (13) days paid vacation (to be prorated if employment is not for a full year). For each succeeding full year of employment, one (1) additional day of vacation will be granted up to a maximum of twenty-one (21) per year.

Years of Completed Service

Vacation Days

0	13
1	14
2	15
3	16
4	17
5	<del>18-21</del>
6	<del>19-22</del>
7	<del>20-23</del>
8	<del>21-25</del>

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

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

### Overtime (Article VII, Section 3)

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

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### **Non-Fiscal Items**

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

*Association will withdraw this proposal.*

#### **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*

#### **Hour of Work (Article IV, Section 1)**

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