

Pullman Educational Support Personnel (ESP)

2023 Bargaining Session: Fiscal (F) Proposal 1 - Submitted: 12/19/23

(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	18-20
6	19-21
7	20-22
8	21-24

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