

Pullman Educational Support Personnel (ESP)

2023-2024 Bargaining Session: Fiscal (F) Proposal 1 - Submitted: 1/9/24

(Presented as a single proposal. Pullman ESP reserves the right to rescind this proposal and resume bargaining sections individually. Pullman ESP reserves the right to revert to 12/19/23 Proposal if this Package is not accepted in its entirety.)

Wage Schedule

- For the 2023-2024 School Year All Central District Office employees will receive a raise of 4.7% to their existing wages.
- The step changes in the salary schedule will increase to 4.5% for the 2023-2024 School Year.
- The step changes in the salary schedule will increase to 5% for the 2024-2025 School Year.
- 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)

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

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