

Pullman Educational Support Personnel - 2023 Bargaining Session
Tentative Agreement on Outstanding Proposals

Wage Schedule

- IPD + 1.0% (4.7%) for 2023-2024 wages.
 - Take effect no later than March payroll subject to ratification and approval
- Step changes to 3.5% between steps for 2023-2024.
- Step changes to 4.0% between steps for 2024-2025
- +1 Personal Leave Day for 2023-2024
- 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.

Hours of Work (Article IV, Section 1)

Association will agree to the District's counter proposal presented on December 4, 2023.

Summer Hours (Article IV, Section 2)

Association will agree to the District's counter proposal presented on December 5, 2023.

Vacations (Article IV, Section 4)

Association will agree to the district's proposal originally presented on November 29, 2023

Emergency Closing Days (Article VI, Section 13)

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

District Signature _____

Date _____

Association Signature _____

Date _____