

Pullman School District & Pullman Educational Support Personnel
2025 Bargaining
Full Document with All Proposals
NO TAs

updated 7-15-25

New Item #s	Article/ Section	Wording
	TBD	Any changes in Article and Section numbers will be verified at the end of bargaining.
3	Article I – Administration Section 10: Management Rights	<p style="text-align: center;">7-15-25</p> <p>A. It is agreed that the customary and usual rights, powers, functions, and authority of management are vested in management officials of the District. Included, but not limited in these rights, is the right to direct the work force, the right to hire, promote, retain, transfer and assign employees in positions; the right to suspend, discharge, demote or take other disciplinary action against employees; the right to release employees from duties because of lack of work or for other legitimate reasons. The District shall retain the right to maintain efficiency of the District operation by determining the methods, means, and personnel by which operations undertaken by the employee in the unit are to be conducted.</p> <p>B. The right to make reasonable rules and regulations shall be considered acknowledged functions of the District.</p> <p>C. <u>It is the intention of the parties hereto that all rights, powers, prerogatives, duties and authority which the District now has or had, whether exercised or not, prior to the signing of this Agreement, are retained by the District except those which are specifically abridged or modified by the Agreement.</u></p> <p>A. The District retains all rights of management except as such rights are specifically and expressly relinquished in the Agreement.</p> <p>B. The district will not take any actions affecting wages, hours, and other terms and conditions of employment as defined in the RCW that violate the terms of this Agreement or are otherwise inconsistent with its obligations under law.</p>

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<p style="text-align: center;">3 (cont.)</p>	<p style="text-align: center;">Article I – Administration</p> <p style="text-align: center;">Section 10: Management Rights (cont.)</p>	<p style="text-align: right; color: red;">6-26-25</p> <p>A. It is agreed that the customary and usual rights, powers, functions, and authority of management are vested in management officials of the District. Included, but not limited in these rights, is the right to direct the work force, the right to hire, promote, retain, transfer and assign employees in positions; the right to suspend, discharge, demote or take other disciplinary action against employees; the right to release employees from duties because of lack of work or for other legitimate reasons. The District shall retain the right to maintain efficiency of the District operation by determining the methods, means, and personnel by which operations undertaken by the employee in the unit are to be conducted.</p> <p>B. The right to make reasonable rules and regulations shall be considered acknowledged functions of the District.</p> <p style="color: red;">A. <u>The District retains all rights of management except as such rights are specifically and expressly relinquished in the Agreement.</u></p> <p style="color: red;">B. <u>The district will not take any actions affecting wages, hours, and other terms and conditions of employment as defined in the RCW that violate the terms of this Agreement or are otherwise inconsistent with its obligations under law.</u></p>
<p style="text-align: center;">4</p>	<p style="text-align: center;">Article II – Business</p> <p style="text-align: center;">Section 3: Association Rights</p>	<p style="text-align: right; color: red;">7-15-25 CCL</p> <p style="text-align: right; color: blue;">6-26-25</p> <p>C. Representatives of the Association shall have access to District premises provided that no conference or meeting between employees and the Association representatives will hamper or obstruct the normal flow of work. <u>During the work day, meetings may only occur during scheduled breaks or lunch time.</u></p>

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8	Article III – Personnel <u>Section 9:</u> <u>Prohibition of</u> <u>Unilateral Action</u>	<div>6-10-25</div> <div>The district will not take any actions affecting wages, hours, and other terms and conditions of employment as defined in the RCW that violate the terms of this Agreement or are otherwise inconsistent with its obligations under law.</div> <div>5-29-25</div> <div><u>The district will not take any actions affecting wages, hours, and other terms and conditions of employment as defined in the RCW that violate the terms of this Agreement or are otherwise inconsistent with its obligations under law.</u></div>																				
12a	Article IV – Working Conditions Section 4: Vacations	<div>6-26-25</div> <div>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.</div> <table><thead><tr><th><u>Years of Completed Service</u></th><th><u>Vacation Days</u></th></tr></thead><tbody><tr><td>0</td><td>13</td></tr><tr><td>1</td><td>14</td></tr><tr><td>2</td><td>15</td></tr><tr><td>3</td><td>16</td></tr><tr><td>4</td><td>17</td></tr><tr><td>5</td><td>18 <u>19</u> CCL</td></tr><tr><td>6</td><td>19 <u>21</u> CCL</td></tr><tr><td>7</td><td>20 <u>23</u> CCL</td></tr><tr><td>8</td><td>21 <u>25</u> CCL</td></tr></tbody></table>	<u>Years of Completed Service</u>	<u>Vacation Days</u>	0	13	1	14	2	15	3	16	4	17	5	18 <u>19</u> CCL	6	19 <u>21</u> CCL	7	20 <u>23</u> CCL	8	21 <u>25</u> CCL
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12a (cont.)	Article IV – Working Conditions Section 4: Vacations (cont.)	<p>B. Vacations will be credited on a pro rata basis (FTE) for any employee who works at least half-time but less than full-time.</p> <p>C. Vacation days may be taken in hourly increments. Earned vacation may not be taken during a probationary period.</p> <p>D. The district shall accommodate requests for vacation if possible. If the employee disagrees with their supervisor’s denial of a request for vacation, the employee may appeal the decision to the executive director of operations.</p> <p>E. Central District Office employees will continue to receive vacation days in accordance with their current contracts and District policies and procedures for the 2023-2024 school year. Beginning in the 2024-2025 school year, Central District Office employees will receive vacation days consistent with this provision.</p> <p>F. For purposes of accumulating vacation, a full year of experience will be granted if employment began before March 1. If employment began on or after March 1, no movement will be made on the vacation schedule for that year. Employees may not accumulate more than two (2) year’s vacation days.</p> <p>G. It is the responsibility of the district to process employee to track employee’s used and accumulated their vacation days, personal days, and sick leave. The Human Resources Director or their designee will be available to communicate an employee’s leave balance upon request by the employee.</p> <p>H. Upon resignation or retirement from the District, employees may cash out unused vacation at their hourly rate up to thirty (30) days. The rate of pay will be calculated as follows:</p>
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12b	Article IV – Working Conditions Section 4: Vacations	<p>6-10-25</p> <p><u>Vacation/personal leave may not be taken in the first 2 weeks or the last 2 weeks of the school year. Exceptions to these provisions may be made on a first come, first serve basis subject to substitute availability. Employees may request exceptions to this provision through the building/department supervisor. The Superintendent/designee will have final approval for vacation/personal leave during these times.</u></p>
14	Article IV – Working Conditions Section 7: District Wide Meetings	<p>7-15-25</p> <p>Meetings with For all Employees, Sstaff meetings will be held on a regularly, at a minimum at the start of every semester at a minimum, basis to share changes in policies and procedures, address safety issues, and provide training. The building administrator/designee will be responsible for coordinating the meetings. Absence from these meetings shall be communicated to the employee's supervisor.</p> <p>At the beginning of each winter season, <u>the building administrator, executive director of operations, and the building custodial team will meet a building lead may request a meeting with both their the building administrator and director of operations, and the building custodial team will be held</u> to review snow removal procedures and protocols, including overtime approval <u>(See Section 10: Snow Removal).</u> applicable to the Custodial classification.</p> <p>At the beginning of each summer season, no later than one week after the last day of school, a meeting with the building administrator, <u>executive director of operations, and the building custodial team</u> will be held to review summer workload, procedures, and protocols.</p> <p>6-26-25</p> <p>Meetings with For all Employees, Sstaff meetings will be held on a regularly, at a minimum at the start of every semester at a minimum, basis to share changes in policies and procedures, address safety issues, and provide training. <u>The building administrator/designee will be</u></p>

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16	<p>Article IV – Working Conditions</p> <p>Section 10: Snow Removal</p>	<p style="text-align: center;">7-15-25</p> <p>Winter events and other emergencies may provide an opportunity for overtime to prepare buildings for students and staff. The district will provide as much advanced notice as possible to employees designated to work overtime. (See Article VII, Section 3: Overtime)</p> <p><u>If an employee thinks they need up to an hour of overtime to complete critical or deadline dependent work, then they must first text and/or email their supervisor to seek pre-approval. If the supervisor does not respond to the request within thirty (30) minutes, then the employee's overtime request shall be considered approved, and the employee must then send an email that same day notifying the supervisor of the overtime work and the reason it was necessary.</u></p> <p><u>If there is a real or forecasted snow event, the executive director of operations will send an electronic communication by 8 pm with authorization or a denial of overtime for the following day. If there is a forecasted snowfall of at least ½ inch and no message is received by 8 pm, it will be assumed that at least one hour of overtime is authorized.</u></p>

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16 (cont.)	Article IV – Working Conditions Section 10: Snow Removal (cont.)	<p>During winter events and other emergencies that an employee is dealing with, it is recognized that custodial staff may not be able to perform all of their regularly assigned duties.</p> <p>This provision does not apply to Central District Office employees.</p> <p style="text-align: center;">7-15-25</p> <p>Winter events and other emergencies may provide an opportunity for overtime to prepare buildings for students and staff. The district will provide as much advanced notice as possible to employees designated to work overtime. (See Article VII, Section 3: Overtime)</p> <p><u>District-Wide Blanket Approval</u></p> <ul style="list-style-type: none">• <u>When the local weather forecast predicts snow/ice that is anticipated to impact all schools, a blanket email will be sent to custodians and principals as soon as possible.</u>• <u>This email will indicate that overtime is approved to deal with snow/ice removal at all buildings.</u>• <u>The email will come from the Executive Director of Operations or previously communicated designee.</u>• <u>If no email is sent by 8pm then it will be the Executive Director of Operations or previously communicated designee responsibility to call custodial staff.</u> <p><u>Building-Specific Decisions</u></p> <ul style="list-style-type: none">• <u>If the principal determines that snow or ice at their specific building requires overtime to address, they can approve it.</u>• <u>The principal should document and communicate to custodial staff that overtime is approved.</u> <p><u>Proactive Request from Lead Custodian</u></p> <ul style="list-style-type: none">• <u>If the lead custodian identifies a need for overtime to address snow/ice to ensure school can open, they will notify their principal directly (via phone, text, or email).</u>
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<p style="text-align: center;">16 (cont.)</p>	<p style="text-align: center;">Article IV – Working Conditions</p> <p style="text-align: center;">Section 10: Snow Removal (cont.)</p>	<ul style="list-style-type: none"> • <u>Upon receiving their message, the principal will contact their custodian to confirm the weather conditions to approve the overtime.</u> • <u>If the principal does not respond to the request within thirty (30) minutes, then the employee's overtime request shall be considered temporarily approved, and the employee must then send an email that same day notifying the principal of the overtime work and the reason it was necessary. The principal will determine whether the overtime was necessary. If so, the overtime will be approved. If not, the principal will work with the employee to adjust their work schedule to avoid overtime pay that week.</u> • <u>If a question arises regarding the need to address snow/ice conditions, any overtime worked by the custodian will be approved.</u> <p>During winter events and other emergencies that an employee is dealing with, it is recognized that custodial staff may not be able to perform all of their regularly assigned duties.</p> <p>This provision does not apply to Central District Office employees.</p>
<p style="text-align: center;">17</p>	<p style="text-align: center;">Article IV – Working Conditions</p> <p style="text-align: center;">Section 11: Professional Development</p>	<p style="text-align: right;">7-15-25</p> <p>Central District Office Classification Employees may present to their supervisor an annual plan for professional development. The employee's plan may include attendance at one training, conference, seminar, or similar. The employee's request for training must be aligned with their position, meet the current or expected needs of the district, and be tied to evaluation criteria. The supervisor may refuse an employee's request if it does not meet the needs of the district, or there are budgetary constraints. If a supervisor denies a request, the employee may submit a revised request for a different or lower cost training, including virtual attendance in lieu of physical. Approval for training/professional development shall not be withheld unreasonably or in bad faith. <u>or if the total costs do not exceed \$1500.</u></p> <p style="text-align: right;">6-26-25</p> <p>Central District Office Classification Employees may present to their supervisor an annual plan for professional development. The employee's plan may include attendance at one training,</p>

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<p style="text-align: center;">17 (cont.)</p>	<p style="text-align: center;">Article IV – Working Conditions</p> <p style="text-align: center;">Section 11: Professional Development (cont.)</p>	<p>conference, seminar, or similar. The employee’s request for training must be aligned with their position, meet the current or expected needs of the district, and be tied to evaluation criteria. The supervisor may refuse an employee’s request if it does not meet the needs of the district, or there are budgetary constraints. If a supervisor denies a request, the employee may submit a revised request for a different or lower cost training, including virtual attendance in lieu of physical. Approval for training/professional development shall not be withheld unreasonably or in bad faith <u>or if the total costs do not exceed \$1500.</u></p>
<p style="text-align: center;">18</p>	<p style="text-align: center;">Article V – Layoff and Recall, Transfers, Vacancies</p> <p style="text-align: center;">Section 1: Layoff and Recall</p>	<p style="text-align: right;">7-15-25 CCL</p> <p style="text-align: right;">6-26-25</p> <p>B. Layoffs within a Classification shall be by Classification seniority. No regular employee will be laid off prior to the layoff of all probationary, temporary, or substitute employees as defined in this Agreement <u>Probationary, temporary, and substitute employees are not subject to this layoff process.</u> The district shall provide seniority lists as outlined in Article III Section 7, A. included herein.</p> <p style="text-align: right;">6-26-25</p> <p>B. Layoffs within a Classification shall be by Classification seniority. <u>No regular employee will be laid off prior to the layoff of all probationary, temporary, or substitute employees as defined in this Agreement</u> Probationary, temporary, substitute employees are not subject to <u>this layoff process.</u> The district shall provide seniority lists as outlined in Article III Section 7, A. included herein.</p>

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19	<p style="text-align: center;">Article V – Layoff and Recall, Transfers, Vacancies</p> <p style="text-align: center;">Section 2: Transfers and Vacancies</p>	<p style="text-align: right;">7-15-25</p> <p>F. An employee may be involuntarily reassigned, within a Classification, after consultation with the employee, the employee’s current supervisor, transfer supervisor, and approval of the superintendent/designee. Involuntary transfer will only occur when necessary after seeking volunteers and exploring other reasonable remedies. Involuntary reassignment may be due to, but not limited to, such things as overstaffing at a site or changes in need for custodial services resulting from changes in program or site conditions. <u>No employee who is involuntarily reassigned due to any reason will have their rate of pay reduced.</u></p> <p style="text-align: right;">7-15-25</p> <p>F. An employee may be involuntarily reassigned, within a Classification, after consultation with the employee, the employee’s current supervisor, transfer supervisor, and approval of the superintendent/designee. Involuntary transfer will only occur when necessary after seeking volunteers and exploring other reasonable remedies. Involuntary reassignment may be due to, but not limited to, such things as overstaffing at a site or changes in need for custodial services resulting from changes in program or site conditions. <u>In alignment with board policy 5200, no employee who is involuntarily reassigned due to any reason will have their rate of pay reduced.</u></p>
20	<p style="text-align: center;">Article VI – Leaves</p> <p style="text-align: center;">Section 13: Emergency Closing Days</p>	<p style="text-align: right;">7-15-25</p> <p style="text-align: center;">CCL</p> <p style="text-align: right;">6-26-25</p> <p>Emergency closing days are considered to be regular workdays. Employees who are unable to work during emergency closing days may:</p> <ul style="list-style-type: none"> A. Request sick/emergency leave (if appropriate) B. Request that the absence be charged as a vacation, personal or floating day. C. <u>Request work from home</u>

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21	Article VI – Leaves Section 14: Association Leave	<p style="text-align: right;">6-10-25</p> <p>To enhance the working relationship between the District and its employees the District shall allow Association officers and members leave time according to the following criteria:</p> <ul style="list-style-type: none">A. Leave time is to be spent meeting or conferring with District representatives and/or in meetings designed to enhance the working relationships between members of the bargaining unit and the District. Such meetings shall include but not be limited to WEA Representative Assembly, WEA Leadership Conferences and other related meetings.B. The Association must request leave time for a specified purpose, which is in accordance with 14.A above. The request must be made in writing, stating the individuals involved, to the Superintendent a minimum of three (3) work days before the leave is to take effect. The leave time may not be used for Association business, which is not in accordance with 14.A above.C. A maximum of twelve (12) fifteen (15) individual days of this leave is available with the cost of a substitute to be reimbursed by the employee or Association prior to taking such leave. Four (4) additional individual days of such leave will be available with the full per diem wage to be reimbursed by the employee or the Association.D. Approval will be granted to allow for ten (10) additional Association leave days necessary for the negotiations' process.E. No more than two (2) employees may use this leave on any given school day.
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22	Article VI – Leaves Section 15: Personal Leave <u>and</u> <u>Discretionary</u> <u>Leave</u>	<p style="text-align: right;">7-15-25</p> <p>A. Each employee shall be entitled to two (2) days <u>personal discretionary</u> leave per year. When used, one day’s wages shall be deducted from the employee's pay at the rate of the first step of the salary schedule for that position.</p> <p>B. The <u>Each</u> September <u>any employee who has completed</u> following completion of nine (9) <u>or more</u> years <u>of service</u> with the district <u>as of March 1 of the current calendar year</u>, an employee will receive one (1) personal leave day <u>for that</u> each fiscal year. <u>Additional personal leave days will be given for every 3rd year of service beyond 9 years up to a maximum of 5 personal days.</u> The district cost of the substitute will pay the cost of the substitute be paid by the district. Personal leave must be used in the fiscal year in which it is received. <u>Employees will automatically be cashed out of unused Personal Leave at the employee’s per-diem rate with the August pay warrant.</u></p> <p>C. Notice of intent to use personal leave <u>or discretionary leave</u> shall be given within a minimum of forty-eight (48) hours if possible. Requests for personal leave <u>or discretionary leave</u> shall be entered into the electronic substitute and leave tracking system. This leave is presumed to be granted upon request.</p> <p>D. Central District Office employees will continue to receive one (1) personal leave day in accordance with their current contracts and District policies and procedures for the 2023-2024 school year. For the 2023-2024 school year they will receive one (1) more personal leave day for a total of two (2) days. Beginning in the 2024-2025 school year, Central District Office employees will receive personal leave consistent with A through C above.</p>
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<p style="text-align: center;">22 (cont.)</p>	<p style="text-align: center;">Article VI – Leaves</p> <p style="text-align: center;">Section 15: Personal Leave <u>and</u> <u>Discretionary</u> <u>Leave</u> (cont.)</p>	<p style="text-align: right;">6-26-25</p> <p>A. Each employee shall be entitled to two (2) days personal <u>discretionary</u> leave per year. When used, one day's wages shall be deducted from the employee's pay at the rate of the first step of the salary schedule for that position.</p> <p>B. Notice of intent to use personal leave <u>or discretionary leave</u> shall be given within a minimum of forty-eight (48) hours if possible. Requests for personal leave <u>or discretionary leave</u> shall be entered into the electronic substitute and leave tracking system. This leave is presumed to be granted upon request.</p> <p>C. The Each September <u>any employee who has completed</u> following completion of nine (9) <u>or more</u> years <u>of service</u> with the district <u>as of March 1 of the current calendar year, an</u> employee will receive one (1) personal leave day <u>for that each</u> fiscal year. <u>Additional personal leave days will be given for every 3rd year of service beyond 9 years up to a maximum of 5 personal days.</u> The <u>district</u> cost of the substitute will <u>pay the cost of the substitute</u> be paid by the district. Personal leave must be used in the fiscal year in which it is received. <u>Employees will automatically be cashed out of unused Personal Leave at the employee's per-diem rate with the August pay warrant.</u></p> <p>D. Central District Office employees will continue to receive one (1) personal leave day in accordance with their current contracts and District policies and procedures for the 2023-2024 school year. For the 2023-2024 school year they will receive one (1) more personal leave day for a total of two (2) days. Beginning in the 2024-2025 school year, Central District Office employees will receive personal leave consistent with A through C above.</p>
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23	<p style="text-align: center;">Article VI – Leaves</p> <p style="text-align: center;">Section 17: Custodian Substitute Pool</p>	<p style="text-align: right;">7-15-25</p> <p>The district shall <u>attempt to</u> maintain a pool of substitute custodians. If the district is unable to maintain a pool of substitutes and roving custodians whose primary responsibility will be to cover vacancies in the district, then the district will not be able to mandate more than 4 hours a week of overtime per employee. <u>If more than two consecutive shifts of the same employee are not covered, then two hours of overtime are authorized for each uncovered shift.</u></p> <p><u>The parties will work together to find solutions to ensure that custodial absences are adequately covered by the substitute pool or roving custodians.</u></p> <p style="text-align: right;">6-26-25</p> <p>The district shall attempt to maintain a pool of substitute custodians. If the district is unable to maintain a pool of substitutes and roving custodians whose primary responsibility will be to cover vacancies in the district, then the district will not be able to mandate more than 4 hours a week of overtime per employee. <u>If more than two consecutive shifts of the same employee are not covered, then two hours of overtime are authorized for each uncovered shift.</u></p> <p><u>The parties will work together to find solutions to ensure that custodial absences are adequately covered by the substitute pool or roving custodians.</u></p>
24	<p style="text-align: center;">Article VII – Fiscal</p> <p style="text-align: center;">Section 1: Wages</p>	<p style="text-align: right;">7-15-25</p> <p>Salaries for employees, subject to this Agreement, during the term of this Agreement, are contained in Appendix A and B. Appendix A shall be the wage schedule for the Custodial job classification and Appendix B shall be the wage schedule for Central District Office job classification.</p> <p><u>A. For the 2024-2025 school year, the wage schedules will be increased by the inflationary factor + 1%. For the 2025-2026 school year, the District will apply 2.5% increase to the wage schedules.</u></p>

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<p style="text-align: center;">24 (cont.)</p>	<p style="text-align: center;">Article VII – Fiscal</p> <p style="text-align: center;">Section 1: Wages (cont.)</p>	<p>For the 2025-2026 school year, all cells in the wage schedules will be increased by the inflationary factor (IPD) + 2.5%, or if another bargaining unit or unrepresented group in the district receives a percentage increase higher in wages than stated above; all cells in the wage schedules will be increased to match the higher percentage increase.</p> <p>B. For the 2026-2027 school year, the District will apply the inflationary factor plus 0.5% to the wage schedules.</p> <p>C. For the 2027-2028 school year, the District will apply the inflationary factor plus 0.5% to the wage schedules.</p> <p>D. Temporary employees will be paid minimum wage.</p> <p>E. The wage schedule on Appendix B shall receive an increase in the steps changes from 3.5% 4.0% to 5.0% 4.0% for the 2025-2026 2024-2025 school year.</p> <p>F. Starting in the 2025-2026 school year, a Step 5 will be added to Appendix A with a 5.0% increase for any employee who has been employed in the district for 5 or more years.</p> <p style="text-align: center;">6-26-25</p> <p>A. Salaries for employees, subject to this Agreement, during the term of this Agreement, are contained in Appendix A and B. Appendix A shall be the wage schedule for the Custodial job classification and Appendix B shall be the wage schedule for Central District Office job classification.</p> <p>B. For the 2024-2025 school year, the wage schedules will be increased by the inflationary factor + 1%.</p>
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<p style="text-align: center;">24 (cont.)</p>	<p style="text-align: center;">Article VII – Fiscal</p> <p style="text-align: center;">Section 1: Wages (cont.)</p>	<p>C. The wage schedule on Appendix B shall receive an increase in the steps changes from 3.5% to 4.0% for the 2024-2025 school year.</p> <p>B. For the 2025-2026 school year, the District will apply 2.5% increase to the wage schedules.</p> <p>C. For the 2026-2027 school year, the District will apply the inflationary factor plus 0.5% to the wage schedules.</p> <p>D. For the 2027-2028 school year, the District will apply the inflationary factor plus 0.5% to the wage schedules.</p> <p>E. Temporary employees will be paid minimum wage.</p> <p style="text-align: center;">5-29-25</p> <p>A. Salaries for employees, subject to this Agreement, during the term of this Agreement, are contained in Appendix A and B. Appendix A shall be the wage schedule for the Custodial job classification and Appendix B shall be the wage schedule for Central District Office job classification.</p> <p>B. For the 2024-2025 school year, the wage schedules will be increased by the inflationary factor + 1%. For the 2025-2026 school year, all cells in the wage schedules will be increased by the inflationary factor (IPD) + 2.5%, or if another bargaining unit or unrepresented group in the district receives a percentage increase higher in wages then stated above; all cells in the wage schedules will be increased to match the higher percentage increase.</p>
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		<p>C.</p> <p>D. The wage schedule on Appendix B shall receive an increase in the steps changes from 3.5% <u>4.0%</u> to <u>5.0%</u> 4.0% for the <u>2025-2026</u> 2024-2025 school year.</p> <p>E. Starting in the 2025-2026 school year, a Step 5 will be added to Appendix A with a 5.0% increase for any employee who has been employed in the district for 5 or more years.</p>
25a	<p style="text-align: center;">Article VII – Fiscal</p> <p style="text-align: center;">Section 2: Wage Placement Provisions</p>	<p style="text-align: right;"><u>6-26-25</u></p> <p>A. Employees shall be compensated in accordance with the provisions of this Agreement for all authorized hours worked.</p> <p>B. Wages for employees, subject to this Agreement, during the term of this Agreement, are contained in Appendices A and B, attached hereto and by this reference incorporated herein.</p> <ol style="list-style-type: none"> 1. Wages contained in Appendices A and B shall be for the entire term of this Agreement, subject to the terms and conditions of Article VII, Section 2. 2. If an employee is required to travel between job sites during their shift in a private vehicle, the District will pay mileage based on the District rate. The time traveling will be considered part of the normal work shift. Central District Office staff working for the Director of Information Services will receive a monthly travel stipend of one hundred and fifty dollars (\$150) <u>(\$50)</u> in lieu of submitting regular travel reimbursements. All other Central District Office staff will submit a reimbursement for mileage if they travel. This provision will not take effect until the first of the month after this CBA is ratified. 3. Itinerant or roving custodians will receive a monthly travel stipend of fifty dollars (\$50) in lieu of submitting regular travel reimbursements.

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25a (cont.)	Article VII – Fiscal Section 2: Wage Placement Provisions (cont.)	<p>C. Verified experience will be considered for the placement of the employee on the wage schedule when first hired by the District and approved by the Board of Directors.</p> <p>D. Anyone employed after March 1 shall remain at the same step for the next contract year.</p> <p>E. If an employee’s assignment advances from one level to another for any reason there will be no requirement for a ninety (90) day evaluation in the new position, assuming the employee has previously been evaluated as part of an annual review.</p> <p>F. An employee assigned to work in a higher classification for twenty (20) or more consecutive days shall receive the higher rate of pay for the entire period of such assigned higher classification work. This section is applicable to absentee fill-in situations only.</p> <p style="text-align: right;">6-26-25</p> <p>PESP will respond once we have received the districts Fiscal proposal.</p> <p style="text-align: right;">5-29-25</p> <p>2. If an employee is required to travel between job sites during their shift in a private vehicle, the District will pay mileage based on the District rate. The time traveling will be considered part of the normal work shift. Central District Office staff working for the Director of Information Services <u>Technology employees</u> will receive a monthly travel stipend of fifty dollars (\$50) in lieu of submitting regular travel reimbursements. All other Central District Office staff will submit a reimbursement for mileage if they travel. This provision will not take effect until the first of the month after this CBA is ratified.</p> <p style="text-align: right;">5-29-25</p> <p>A. Employees shall be compensated in accordance with the provisions of this Agreement for all authorized hours worked.</p>
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<p style="text-align: center;">25a (cont.)</p>	<p style="text-align: center;">Article VII – Fiscal</p> <p style="text-align: center;">Section 2: Wage Placement Provisions (cont.)</p>	<p>B. Wages for employees, subject to this Agreement, during the term of this Agreement, are contained in Appendices A and B, attached hereto and by this reference incorporated herein.</p> <p style="padding-left: 40px;">1. Wages contained in Appendices A and B shall be for the entire term of this Agreement, subject to the terms and conditions of Article VII, Section 2.</p> <p style="padding-left: 40px;">2. If an employee is required to travel between job sites during their shift in a private vehicle, the District will pay mileage based on the District rate. The time traveling will be considered part of the normal work shift. Central District Office staff working for the Director of Information Services will receive a monthly travel stipend of <u>one hundred and fifty dollars (\$150)</u> (\$50) in lieu of submitting regular travel reimbursements. All other Central District Office staff will submit a reimbursement for mileage if they travel. This provision will not take effect until the first of the month after this CBA is ratified.</p> <p style="padding-left: 40px;"><u>3. Itinerant or roving custodians will receive a monthly travel stipend of fifty dollars (\$50) in lieu of submitting regular travel reimbursements.</u></p> <p>C. Verified experience will be considered for the placement of the employee on the wage schedule when first hired by the District and approved by the Board of Directors.</p> <p>D. Anyone employed after March 1 shall remain at the same step for the next contract year.</p> <p>E. If an employee’s assignment advances from one level to another for any reason there will be no requirement for a ninety (90) day evaluation in the new position, assuming the employee has previously been evaluated as part of an annual review.</p>
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25a (cont.)	Article VII – Fiscal Section 2: Wage Placement Provisions (cont.)	F. An employee assigned to work in a higher classification for twenty (20) or more consecutive days shall receive the higher rate of pay for the entire period of such assigned higher classification work. This section is applicable to absentee fill-in situations only.
25b	Article VII – Fiscal Section 2: Wage Placement Provisions	<p style="text-align: right;">5-29-25</p> <p>If an employee is required to travel between job sites during their shift in a private vehicle, the District will pay mileage based on the District rate. The time traveling will be considered part of the normal work shift. Central District Office staff working for the Director of Information Services <u>Technology employees</u> will receive a monthly travel stipend of fifty dollars (\$50) in lieu of submitting regular travel reimbursements. All other Central District Office staff will submit a reimbursement for mileage if they travel. This provision will not take effect until the first of the month after this CBA is ratified.</p>
26	Article VII – Fiscal Section 7: Longevity Pay	<p style="text-align: right;">6-10-25</p> <p>In recognition of longevity within the District, employees shall be granted a 2% wage increase beginning in September of their 10th, 15th, 20th, and 25th year in the District. Longevity compensation shall be defined as pay added to the employee's base hourly wage in Appendix A and B.</p> <p>10th year 2% 15th year 4% 20th year 6% 25th year 8%</p> <p style="text-align: right;">5-29-25</p> <p><u>In recognition of longevity within the District, employees shall be granted a 2% wage increase beginning in September of their 10th, 15th, 20th, and 25th year in the District. Longevity compensation shall be defined as pay added to the employee's base hourly wage in Appendix A and B.</u></p>

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		<u>10th year 2%</u> <u>15th year 4%</u> <u>20th year 6%</u> <u>25th year 8%</u>
28	Article IX – Duration Section 1: Terms of Agreement	<p style="text-align: right;">6-26-25</p> <p>This Agreement shall be in force and effect from September 1, 2023⁵ to August 31, 2025⁸ and shall not be extended orally. Upon written notice given by the Association to the District not later than April 1, the Parties agree to exchange proposals and commence negotiations on a successor Agreement no later than May 1.</p>