

Pullman School District & Pullman Educational Support Personnel
2025 Bargaining
Tentative Agreements

updated 7-2-25

| Article/Section | Wording | Status |
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| Article I – Administration Section 1: Definitions | <p>As used in this Agreement, the following words will have the following meanings unless the context in which they are used shall clearly indicate another meaning:</p> <p>C. “Association” shall mean the Pullman <u>Classified Educators Association</u> Educational Support Personnel affiliated with the Washington Education Association and the National Education Association.</p> <p>“Parties” shall mean the District and the Association as co-signers of the Agreement.</p> | TA 6-26-25 |
| Article I – Administration Section 7: Labor/Management Committee | <p>A. The Association will designate a Conference Committee of <u>up to</u> three (3) members who will meet with the Superintendent of the District, or designee, on an as needed basis to discuss appropriate matters. Grievances that have been filed shall not be heard in this setting, however both parties can mutually agree to use this setting to resolve specific concerns.</p> <p>B. It is agreed and understood that matters appropriate for consultation and negotiation between the District and the Association are established by RCW 41.56.</p> | TA 6-26-25 |
| Article III – Personnel Section 2: Nondiscrimination | <p>B. Nothing contained herein shall be construed to deny or restrict to any employee such rights as they may have under applicable laws and regulations. The rights recognized hereunder shall not be exclusive but are in addition to those provided elsewhere. Nonetheless, an employee who believes that they have been discriminated against may file a grievance according to the procedure described in Article VI <u>VIII</u> of the Agreement. However, no party can advance the grievance beyond Step 4.</p> | TA 5-29-25 |

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| <p>Article III – Personnel</p> <p>Section 3: Personnel File</p> | <p>B. Anyone, at the employee’s request, may be present in this review. Upon request, the personnel coordinator <u>Human Resource Director</u> shall sign to verify the contents of the file.</p> | <p>TA 5-29-25</p> |
| <p>Article IV – Working Conditions</p> <p>Section 1: Hours of Work</p> | <p>A. Lunch and Rest Periods: Lunch and rest periods will follow the Rest Breaks, Meal Periods & Schedules rules as outlined by the Washington Department of Labor & Industries. This provision shall not apply to exempt employees.</p> <p>1. Custodial Classification: Each employee working more than five hours per day shall be entitled to a minimum thirty (30) minute duty-free meal period. The meal period will <u>should</u> be scheduled as near to the middle of the shift as possible and should occur between the second and fifth hour of the shift. The scheduled uninterrupted meal period will be unpaid.</p> <p>Employees shall receive a fifteen-minute rest period during each four hours of work, not to exceed two such breaks during a regular eight-hour day. Breaks must occur as close to the midpoint of a work period as possible but no later than three (3) hours after the start of a shift or meal break. Employees must stay on site during a rest period, unless they have permission from their supervisor.</p> | <p>TA 6-26-25</p> |

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| <p>Article IV – Working Conditions</p> <p>Section 2: Summer Hours</p> | <p>A. Custodial: One (1) full week after the last day of school, employees may, as a team at each school in consultation and agreement with their supervisor, the school principal and/or department supervisor, select a weekly shift of four (4), ten (10) hour days, the regular five (5), eight (8) hour days or combination of days and hours averaging a total of forty (40) hours per week. The full week before the first day of school shall be a regular five (5), eight (8) hour days workweek.</p> <p>B. Central District Office: One (1) full week after the last day of school, employees may request a work schedule in accordance with District policy 5200. The employee's supervisor will determine which work schedule is best suited for the employee's position. The full week before the first day of school shall be a regular five (5), eight (8) hour days workweek.</p> | <p>TA 6-26-25</p> |
| <p>Article IV – Working Conditions</p> <p>Section 4: Vacations</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>TA 5-29-25</p> |
| <p>Article IV – Working Conditions</p> <p>Section 6: Employee Protection</p> | <p>E. The employer shall support employees with respect to the maintenance of order of students in the employee's assigned work area. The <u>District administration</u> shall take reasonable steps to relieve the employee of responsibilities with respect to students who impede the job of the employee.</p> | <p>TA 6-26-25</p> |

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| <p>Article IV – Working Conditions</p> <p>Section 8: Employee Training</p> | <p><u>A. When a new custodial employee is hired, the building administrator will meet with the building lead and the director of operations to determine a training plan for the new employee. When a new central district office employee is hired, the supervisor or designee will meet with the employee to determine a training plan. Training related to accessing the employee’s computer network, e-mail accounts, and district-wide trainings such as Safe Schools, as well as training related to the district’s employee record management software, will be coordinated by the district office and will occur no later than the end of the first week of employment. The parties will work together through the Labor/Management Committee to identify training, standards and protocols for all employees.</u></p> <p><u>B. Complete annual online trainings by October September 30 15. Employees who have not completed the required online trainings by October September 30 15 may be subject to disciplinary action. Any disciplinary action will not remove the requirement to complete the mandatory training modules.</u></p> <p><u>C. The district agrees to pay for the trainings required by the district as a condition of employment/position including but not limited to First Aid/CPR trainings.</u></p> | <p>TA 6-10-25</p> |
| <p>Article VII – Fiscal</p> <p>Section 7: Training Requirements</p> | <p>The district agrees to pay for the trainings required by the district as a condition of employment/position including but not limited to First Aid/CPR training.</p> | <p>TA 6-10-25</p> |