

**Pullman School District & Pullman Paraeducators Association**  
**2025 Bargaining**  
**Tentative Agreements**

updated: 7-2-25

Article/Section	Wording	Status
<p>Article II – Business</p> <p>Section 2: Association Rights</p>	<p>A. The Association has the right and responsibility to represent the interest of employees in the unit, to present its views to the District on matters of concern, and to enter into collective negotiations with the intent of reaching mutual agreement.</p> <p>B. Any Association representative/grievant who is scheduled by the Parties to participate during work hours in grievance proceedings, conferences, or meetings with representatives of the District shall suffer no loss of pay.</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.</p> <p>D. The Association shall be provided with bulletin boards, or sections thereof, for the purpose of posting Association materials that are nonpolitical as defined by law or the Public Disclosure Commission. The Association may use inter-departmental mail, email, and employee mailboxes for the purposes of communicating with bargaining unit members. The Association acknowledges that district email is subject to public information requests.</p>	<p><b>TA 6-18-25</b></p>
<p>Article II – Business</p> <p>Section 3: Management Rights</p>	<p>A. It is expressly agreed that all rights which ordinarily vested in and have been previously exercised by the District, except those which are clearly and expressly relinquished herein by the employer shall continue to be vested exclusively in and exercised exclusively by the employer without prior negotiation with the Association. The District shall retain the right to maintain efficiency of the district operation by determining the methods, the means, and the personnel by which operations undertaken by the employees in the unit are to be conducted.</p>	<p><b>TA 6-18-25</b></p>

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Article III – Employee Rights  Section 7: Employee Safety and Security	E. Special e <u>E</u> ducation p <u>P</u> araeducators will be offered training and resources related to the needs of their students as determined by their supervising administrator. Any P <u>p</u> araeducator who does not feel that their offered training and resources are adequate to safely support students who they are assigned to work with may also request additional training and resources from their supervising administrator.	<b>TA 6-18-25</b>
Article V – Evaluation  Section 4: Probationary Period for New Employees	C. On or before the completion of the ninety (90) day probationary period, the employee will be either: 1. Removed from probationary status <u>or</u> 2. Released from employment or 3. Given another ninety (90) calendar day probationary period to improve job performance.	<b>TA 6-18-25</b>