

## APPENDIX I

This Appendix to the Agreement now in effect between the PETALUMA CITY (ELEMENTARY) AND HIGH SCHOOL DISTRICTS and the CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, PETALUMA CHAPTER #212, constitutes the total changes for the 2008/2009 school year in the Master Contract between the Parties which became effective July 1, 2007 through June 30, 2010.

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Loretta Kruusmagi, President  
California School Employees Association  
Petaluma Chapter #212

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Steve Bolman, Chief Negotiator  
Petaluma City Elementary and  
High School Districts

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Betsy Perry, Labor Relations Representative  
California School Employees Association

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Troy Sanderson, President  
Board of Education  
Petaluma City Elementary and  
High School Districts

Board Approved

June 30, 2009

The Petaluma City School District, (hereafter referred to as "District") and the California School Employees Association, Chapter #212, (hereafter referred to as "CSEA"), agree to the following:

## ARTICLE 1

## AGREEMENT

- D. Articles 5 and 6 will automatically reopen if the State funding decreases further than the Governor's May 14, 2009 and May 29, 2009 Revisions to Education.

## ARTICLE 5

## WAGES

B. Salary

Effective July 1, 2009, a 1.62% across-the-board decrease to the salary schedule.

In exchange for the reduction of pay of 1.62% on the salary schedule, unit members will have their work year modified as stated in Article 6 D. Work Year Furlough Days, without any further reduction in compensation/pay.

D. Retirement Option for the 2008/2009 School Year

Supplemental Retirement Plan (SRP): A one-time payment through an I.R.S. qualified plan that will give employees several options as to how the amount may be paid to them.

The amount of the SRP will be calculated at \$820 per full year of service beyond the full time equivalent of 10 qualifying years of service to the Petaluma City School District. The SRP will be pro-rated for less than full-time work and for leaves of absences.

Example A: a unit member who has completed 30 years of full time service to PCS with no leaves of absence would receive 20 years times \$820 or \$16,400 towards the SRP.

Example B: a unit member who has been employed for 30 years with PCS in a 5-hour a day position that works only the days school is in session would receive 20 years times \$820 times 5/8 or \$10,250 towards the SRP.

Example C: a unit member who has been employed for 20 years with PCS, 10 years in a 4-hour a day position and 10 years in an 8-hour per day position would receive 5 times \$820 plus (5 times \$820 times 4/8) or \$6,150 towards the SRP.

The SRP is available only to current bargaining unit members. The employee must submit a binding letter of resignation from the District by June 30, 2009, effective no later than August 15, 2009.

**ARTICLE 6**

**HOURS**

D. Work Year

6. Furlough Days

Due to current the budget crisis, employees will have their work year reduced for the 2009/10 school year as follows. This article will be reopened on an annual basis to determine the continued necessity of the decrease in the work year.

A. Those employees who work 198 days or less shall have their work year decreased by two and seven-tenths (2.7) days. These furlough days shall be taken at a time that is mutually agreed upon by the employee and their supervisor. None of the days can be split into partial days; for example, you cannot take two half days off for one of the days. The days do not need to be taken consecutively.

The furlough days cannot be carried over from one school year to another. Employees will lose any furlough days not taken by the end of the school year.

B. Those employees who work ten (10) months or more shall have their work year decreased by three and one-half (3.5) days. The half day shall be taken on the day prior to the Christmas Eve Holiday and the three furlough days shall be taken off between the Christmas Day and New Year's Eve holidays.

**ARTICLE 8**

**HEALTH AND WELFARE**

D. Health, Dental, and Vision Insurance

1. The cap for health benefits will be \$790.62 for the 2009/10 school year.

**ARTICLE 9**

**LEAVES**

B. Vacation

4. Change the third paragraph to read:

Effective July 1, 2009 the District will pay off vacation leave days for the following positions on a monthly basis. Employees may submit a vacation calendar to Payroll at the beginning of the school year if they choose. Employees receiving 11 checks or less may elect to defer a portion of their pay (Deferred Net Pay or DNP) to receive a larger check at the end of the work year.

The list of positions remains unchanged.