

APPENDIX II

This Appendix to the Agreement now in effect between the PETALUMA CITY (ELEMENTARY) AND HIGH SCHOOL DISTRICT and the PETALUMA FEDERATION OF TEACHERS, LOCAL 1881 CFT/AFT, constitutes the total changes for the 2008/2009 school year in the Master Contract between the Parties which became effective July 1, 2006 and continues through June 30, 2009.

Jon Harford, Chief Negotiator
Petaluma Federation of Teachers

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

Ted Russo, President
Petaluma Federation of Teachers

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

Board Approved

August 18, 2009

ARTICLE V

WAGES

A. Salary Schedule

There will be a 1.62% decrease in pay for the 2009/10 school year commensurate to a three day decrease in work year. This provision is contingent upon all school employees agreeing to receive a 1.62% decrease in pay for 2009/10.

B. 2008/2009 Early Retirement Options

1. Reduced Workload Program: Part-time employment with full-time retirement credit and health benefits as if full-time while on the Reduced Workload Program. Reduced workload to no less than .5 FTE. Elementary teachers have to work either .6 or .5.

To be eligible the employee must meet the eligibility rules of Education Code 44922: must be at least age 55 by your first workday of 2009/10, must have a minimum of 10 years retirement service credit, and have a minimum of 5 consecutive years of full-time employment immediately preceding the reduction in workload, with no break in service during those years; approved leaves of absences do not constitute a break in service.

OR

2. Supplemental Retirement Plan (SRP): A one-time payment through an IRS 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 \$1,250 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 PSC with no leaves of absence would receive 20 years times \$1,250 or \$25,000.

Example B: a unit member who has been employed for 30 years with PCS and has taken two years leave of absence at full time and four years leave of absence at .5 would receive 16 times \$1,250 or \$20,000 (30 years employment with PCS less 10 qualifying years, less two full-time leave of absence years, less four .5 leave of absence years).

Employees who are currently under the Reduced Workload Program may continue on this Program or elect the SRP if eligible. The SRP will be prorated at the percentage of FTE that the unit member is currently working and will apply to all years beyond the 10 qualifying years. The employee would also give up any previously contracted health benefits.

Employees who have submitted this year either their intent to go on the Reduced Workload Program or their resignation can continue on the Reduced Workload Program or can take the SRP if eligible.

To be eligible for the SRP an employee must be either at step 24, column IV of the salary schedule OR at least age 55 and have provided service to the Petaluma City School District equivalent to more than 10 years of full-time employment at the time of retirement.

E. Non-Athletic Special Assignments (Exhibit "D")

Junior High School Activities Director base is 7.5 effective July 1, 2008.

There will be a complete review of this section in the 2009/10 school year.

O. Travel Allowance and Attendance at Meetings

2. The mileage rate for unit members required to use their own cars shall be at the IRS approved rate.

ARTICLE VI

HOURS OF EMPLOYMENT

- A. The work year for 2009/10 will be decreased by three staff development days. This provision is contingent upon all school employees agreeing to decrease three works days for 2009/10.

G. Elementary Preparation Time

3. There will be a sub-committee in the 2009/10 school year explore methods of providing elementary prep time.

ARTICLE VII

HEALTH AND WELFARE

A. Health, Dental, and Vision Insurance

2. Effective October 1, 2009 through September 30, 2010 the health plan cap will be \$790.62 for regular, full time unit members in the bargaining unit who have elected to accept the District selected programs. The District agrees to pay any increased cost for Delta Dental and Vision Service Plans coverage. [The rates have not been finalized at this time.]

ARTICLE XI

CLASS SIZE

D. For the 2009/10 school year we will staff to the hiring ratio as stated in section D. as opposed to section E. due to the State’s fiscal crisis and the impact on District resources. The hiring ratio is specified as follows:

	<u>Section D</u>	<u>Section E</u>
grades 7-8	1:26	1:24.78
grades 9-12	1:27.87	1:26.67

E. Funding from the Elementary Parcel Tax, Measure D, provides elementary staffing for two FTEs in consideration of the average of 27:1 compared to 28:1. In 2009/10 grades 4-6 will be staffed at twenty-eight to one (28:1). In years when the two FTEs are not required to reduce class size to 27:1, they will be utilized to provide additional staff to performance improvement schools.

H. Teacher Contact Load: (Exempt courses: Keyboarding - limited by stations, Band and Chorus, Independent Study, Computers, and Computer Assisted Drafting [CAD])

1. Regular class teacher load shall be 135-160 students, based on funding from Measure C (see E above), unless under unusual circumstances a teacher requests a waiver to exceed 160.

ELEMENTARY CLASS SIZE

J. Class Size Limits:

1. Contingent upon continued State funding and available facilities, the district staffing ratio in grades kindergarten (K) to three (3) shall be twenty-two to one (22:1).
2. Contingent upon continued State funding and available facilities, the staffing ratio in grades kindergarten (K) to three (3) shall be twenty-two to one (22:1) with no class in excess of twenty-five (25) students unless a waiver is signed.

The parties will take advantage of the flexibility in Class Size Reduction (CSR) in grades K-3 provided in the current budget to avoid combination classrooms, through a site shared decision-making process, where fiscally feasible.

**PETALUMA CITY SCHOOLS
CERTIFICATED SALARY SCHEDULE
Effective 7/1/09**

	I BA Teacher 182 Days	II BA + 30 Teacher 182 Days	III BA + 45 Teacher 182 Days	IV BA + 60 Teacher 182 Days
Step 1	38,925	39,850	41,098	44,357
2	39,157	40,317	41,802	45,965
3	39,620	40,784	42,739	47,632
4	40,082	41,489	44,016	49,360
5	40,775	42,527	45,336	51,150
6	41,468	43,801	46,695	53,005
7	42,128	45,115	48,096	54,929
8	43,226	46,468	49,539	56,920
9	44,352	47,862	51,026	58,984
10	45,504	49,299	52,556	61,124
11	45,504	50,778	54,134	63,262
12	45,504	52,301	55,757	65,476
13	45,504	53,869	55,757	66,199
14	45,504	55,486	55,757	66,929
15	45,504	57,149	57,640	67,667
16	45,504	57,149	57,640	68,411
17	45,504	57,149	57,640	69,165
18	45,504	57,149	57,640	69,929
19	45,504	57,149	57,640	70,699
20	45,504	58,890	59,519	71,478
21	45,504	58,890	59,519	72,267
22	45,504	58,890	59,519	73,062
23	45,504	58,890	59,519	73,868
24	45,504	58,890	59,519	74,681

An employee holding a Master's degree shall receive an additional \$1,098 annually.
 An employee holding a Doctorate degree shall receive an additional \$2,194 annually
 No employee shall receive a Master's stipend and a Doctorate stipend concurrently.
 An employee holding National Board Certification shall receive an additional \$1,098 annually.