

APPENDIX I

This Appendix to the Agreement now in effect between the PETALUMA CITY (ELEMENTARY) AND PETALUMA JOINT UNION HIGH SCHOOL DISTRICTS and the PETALUMA FEDERATION OF TEACHERS, LOCAL 1881 CFT/AFT, constitutes the total changes for the 2010/2011 school year in the Master Contract between the Parties which became effective July 1, 2009 and continues through June 30, 2012.

Jon Harford, Chief Negotiator
Petaluma Federation of Teachers

Steve Bolman, Chief Negotiator
Petaluma City Elementary and
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Ted Russo, President
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Mary Schafer, President
Board of Education
Petaluma City Elementary and
Joint Union High School Districts

Board Approved

June 14, 2011

A. Salary Schedule

Effective July 1, 2011, a salary increase equal to three work days at the existing daily rate if the State Budget reduces funding to K-12 school districts by \$19 per student or less. This salary increase would be commensurate with a three day increase in the work year. If the State Budget reduces funding to K-12 school districts by more than \$19 per student the salary schedule will remain unchanged.

B. 2010/2011 Early Retirement Option

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 classroom 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 2011/12, 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.

Eligible individuals must submit a letter of intent to participate in the Reduced Workload Program to the Human Resources Office by February 1, 2011.

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

Effective July 1, 2010:

Eliminate Gate Coordinator - Secondary stipend due to lack of funds.

Effective July 1, 2011:

High School

Add Health Occupation Students of America (HOSA) with a Base of 6.5 and Compensation of \$1275; to be paid with site funds.

Junior High School

Add Elementary Librarian of Record with a total stipend of \$3,371; to be paid with District funds.

English Learner Resource Teacher

Four substitute days to complete required tasks, plus:

For schools with 20-46 English Learners	803
For schools with 46-90 English Learners	1070
For schools with 91-150 English Learners	1338
For schools with 151 or more English Learners	1605

For secondary schools with 176 or more English Learners the District will grant a release section in lieu of the above.

ARTICLE VI

HOURS OF EMPLOYMENT

A. If the State Budget reduces funding to K-12 school districts by \$19 per student or less, effective for the 2011/12 school year the work year for classroom unit members covered by this Agreement shall consist of 180 working days, of which 177 shall be regular classroom teaching days, commensurate with a salary increase equal to three work days at the existing daily rate effective July 1, 2011. Of the 180 days, one day shall be a staff development day and one day shall be a scheduled unit member workday at the beginning of the school year. One day shall be scheduled during the school year as a unit member workday. If the State Budget reduces funding to K-12 school districts by more than \$19 per student, the work year shall remain unchanged.

D. Elementary Scheduling Methods

A PFT and District sub-committee will utilize the data gathered from the elementary sites regarding scheduling methods used in regards to assigning staff duties for general school functions and will recommend agreed upon policies.

E. 2. Article XX, Shared Decision-Making, will be utilized at each site, with the goal of limiting unit members' subjects taught to three (3), unless, due to unusual circumstances, a unit member requests a waiver. This includes teaching different courses within a single content area with the exception of electives and SDAIE classes.

G. Elementary Preparation Time

3. The subcommittee formed in the 2009/10 school year will continue to explore methods of providing elementary prep time.

J. IDEIA Legislation Impact

A committee will meet four times in 2011/12 to review the perceived increased load on special education unit members as a result of IDEIA legislation. The review will also include methods currently in place on how regular education unit members fulfill the requirements of their presence and involvement in IEPs and

will report back their recommendations to the Negotiations team. The District and the Federation need to come to agreement on utilizing the findings of the IDEIA committee to support the concepts listed in Article XI section G, which describes the class size subcommittee.

The subcommittee will meet to identify typical accommodations appropriate to curriculum and classroom environment of the Petaluma School District and submit proposals to both District and PFT negotiators.

The subcommittee will recommend a process to insure equitable non classroom responsibility and submit proposals to both District and PFT negotiators.

ARTICLE VII

HEALTH AND WELFARE

A. Health, Dental, and Vision Insurance

2. If the State Budget reduces funding to K-12 school districts by \$19 per student or less, effective October 1, 2011 the cap will be increased by 20.16% to \$1,008.84 per month for regular, full time unit members in the bargaining unit who have District health insurance. If the State Budget reduces funding to K-12 school districts by more than \$19 per student, the cap shall remain unchanged. The District will pick up any increase to Delta Dental, Vision Service Plan, and Life Insurance for full time unit members.

C. Miscellaneous

2. Any benefits that are available to married employees will be accorded to employees who are duly registered as domestic partners with the City of Petaluma or with the State of California.

ARTICLE XI

CLASS SIZE

ELEMENTARY CLASS SIZE

K. Class Size Limits:

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, at any one time, 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. If combination classes are needed, the teachers will be able to modify the delivery and assessment of standards based curriculum as long as standards for both grade levels are taught.

4. No single grade four (4) to six (6) class shall exceed thirty-two (32) students, at any one time, unless a waiver is signed.

A site-based option is allowed where the unit member could agree to take an additional student instead of having to teach a combination class. Documentation would be provided to the Federation indicating the shared-decision making process if this situation arises. If combination classes are needed, the teachers will be able to modify the delivery and assessment of standards based curriculum as long as standards for both grade levels are taught.

ARTICLE XIII

FEDERATION RIGHTS

H. Professional Standards

The District and the Federation agree to re-open Articles XII Procedures for Evaluation and XIII Federation Rights, including a new Article on “Discipline other than Dismissal and Suspension Without Pay”, during the 2011/12 negotiations.

The District and the Federation agree that during the 2011/12 school year, that the procedures listed in Section H will be followed prior to any dismissal proceedings, “except in cases of the most serious actions, e.g., abuse of students, occasions of use of alcoholic beverages or other drug abuse which makes the unit member unfit to instruct or associate with children, etc.”

ARTICLE XX

SHARED DECISION-MAKING

The Federation and District Administration agree that unit members, as experienced professionals, should be involved in making those decisions which affect their professional lives. It is further agreed that the procedures and concepts outlined in the Decision-Making Resource Guide, as revised spring 1997, will be followed at both district and site levels.

The Federation and District Administration agree to jointly plan and present an annual workshop for all new unit members and administrators using the Decision-Making Resource Guide. The Federation and District Administration shall jointly plan and present a workshop to all sites as needed, by mutual agreement.