

**MEMORANDUM OF UNDERSTANDING BETWEEN  
PETALUMA CITY (ELEMENTARY) AND JOINT UNION HIGH SCHOOL DISTRICTS  
AND  
PETALUMA FEDERATION OF TEACHERS**

The Petaluma City Schools District (“District”) and The Petaluma Federation of Teachers (“PFT”) agree to the following Memorandum of Understanding (“MOU”):

In order to clarify language within the Tentative Agreement reached on September 30, 2019, closing negotiations for 2019-20, the parties agree to the following:

For purposes of this MOU, **Article V, Section C - Parity Salary Adjustment** will be as follows:

A study and calculation of parity will be taken on February 10, **2020 and February 10, 2021**, with five surrounding districts (Cotati-Rohnert Park, Novato, Santa Rosa, Sonoma Valley, and Windsor). If the parity study shows that the Petaluma salary is not at or above the 50th percentile of the existing comparison group salary schedules at column I step 1, maximum at 10 years, **or** maximum, an adjustment will be made to raise the Petaluma salary to the 50th percentile retroactive to July 1st of that school year. The parity study will add to the Petaluma salary schedule the agreed amount minus approximately .19% for the “excess cost of a masters adjustment.”

**\*The 50th percentile is defined as the statistical median, not average/mean. For example: the median of the data set (1,4,8,12,50) is 8, as opposed to the average mean of 15.**

Furthermore, the parties agree that we have a mutual interest in re-opening parity language during our next round of negotiations. During these negotiations, the parties agree to work collaboratively to address issues raised by both parties including, but not limited to the following, in order to determine how parity is calculated:

- The language concerning “and” versus “or”
- Per diem calculations
- How compensation gets placed on the salary schedule to ensure parity is met whenever possible

Unless the parties agree to new contract language through the negotiations process by July 1, 2021, Article V C - Parity Salary Adjustment language will revert back to the following language:

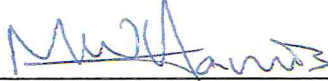
A study and calculation of parity will be taken on February 10, with five surrounding districts (Cotati-Rohnert Park, Novato, Santa Rosa, Sonoma Valley, and Windsor). If the parity study shows that the Petaluma salary is not at or above the 50th percentile of the existing comparison group salary schedules at column I step 1, maximum at 10 years, and maximum, an adjustment will be made to raise the Petaluma salary to the 50th

percentile retroactive to July 1st of that school year. The parity study will add to the Petaluma salary schedule the agreed amount minus approximately .19% for the "excess cost of a masters adjustment."

**\*The 50th percentile is defined as the statistical median, not average/mean. For example: the median of the data set (1,4,8,12,50) is 8, as opposed to the average mean of 15.**

This MOU is non-precedent setting.

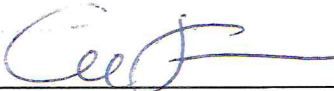
For Petaluma School District



Matthew Harris, Assistant Superintendent,  
Human Resources

10/14/2019

Date

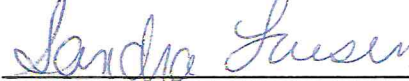


Chris Thomas, CBO

10/16/19

Date

For Petaluma Federation of Teachers



Sandra Larsen, President

10/15/2019

Date



Suzanne Garcia, Chief Negotiator

10/15/19

Date