

**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"), hereinafter referred to as "the parties," agree to the following Memorandum of Understanding ("MOU") regarding the impact to working conditions due to returning to traditional instruction in a COVID-19 environment.

The parties recognize that schools and districts have been dramatically impacted by the additional complications COVID-19 brings to the daily workload.

The Parties also acknowledge that a dramatic state-wide substitute shortage exists. Teachers and administrators are being required to cover classes for absent teachers.

Additionally, the parties acknowledge that committees, which used to typically meet during the school day through the use of substitutes, are no longer able to meet in that manner due to the shortage of substitutes. Because of the lack of substitutes, these meetings now need to occur after school, resulting in additional workload on our already taxed teaching force.

1. For the 2021-22 school year only, the District will provide hourly pay at the rate of \$55 per hour for specific committees meeting after school that formerly met during the day. Membership on the following committees will be eligible for the \$55 per hour rate for attending and participating in committee meetings:
 - a. Math Committee
 - b. Human Interaction Committee
 - c. ELD English Learner Committee
 - d. History/Social Studies Pilot Committee
 - e. K-12 Curriculum Committee
 - f. Professional Growth and Learning Committee
 - g. Learning and Innovation Committee
 - h. Teacher Evaluation Committee
2. All other committees not specifically listed do not qualify for the \$55 per hour rate.

This MOU is non-precedent setting and expires on June 30, 2022, unless extended by mutual written agreement of the Parties.

For Petaluma School District



Jason Sutter, Assistant Superintendent,
Human Resources

10-12-21

Date




Chris Thomas, Chief Business Official

10/13/2021

Date

For Petaluma Federation of Teachers



Sandra Larsen, President

10-8-21

Date



Doug Cox, Chief Negotiator

10-8-21

Date