

**MEMORANDUM OF UNDERSTANDING (#13) BETWEEN
PETALUMA CITY (ELEMENTARY) AND JOINT UNION HIGH SCHOOL DISTRICTS
AND
PETALUMA FEDERATION OF TEACHERS**

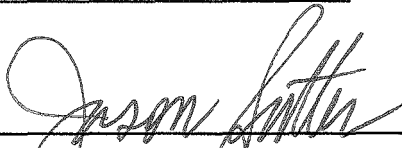
The Petaluma City Schools District ("District") and The Petaluma Federation of Teachers ("PFT") agree to the following Memorandum of Understanding ("MOU") related to **Staff Hiring and Retention** effective July 1, 2022 through June 30, 2023.

The Parties agree that due to the difficulties in hiring some certificated staff positions this year and the current situation with regards to special education teachers, the District finds itself in a hiring emergency. This emergency is characterized by a significant number of special education teachers leaving their positions and a notable challenge in filling those positions once teachers leave. Currently we have 14.75 special education positions open out of 64.85 total positions making 23% of special education positions vacant. In order to address the challenges of this hiring emergency, the Parties agree to the following:

1. All District and SOCC Special Day Class (SDC) and Resource (RSP) teachers on the 189 day Certificated Salary Schedule will receive an additional stipend of \$2,500 to be issued in two equal payments in the months of December 2022 and May 2023.
2. The District may allow additional years of creditable service beyond the contractual limit of 10 years for hard to fill positions when hiring teachers.

This MOU is non-precedent setting and shall sunset June 30, 2023 unless the parties mutually agree to extend in writing.

For Petaluma School District



Jason Sutter, Assistant Superintendent,
Human Resources




Chris Thomas, CBO

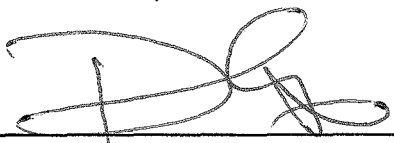
7/8/2022

Date

For Petaluma Federation of Teachers



Sandra Larsen, President



Doug Cox, Chief Negotiator

6/30/22

Date