

**MEMORANDUM OF UNDERSTANDING (#16) 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 serving on District committees.

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 2022-23 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. Continuous Improvement Committee
 - f. Climate Action Committee
 - g. CTE Advisory Committee
 - h. English Language Arts Committee
 - i. Learning and Innovation Committee
 - j. Teacher Evaluation Committee
 - k. Equity Committee
2. All other committees not specifically listed do not qualify for the \$55 per hour rate.
3. Summer school teachers will be paid at the \$55 per hour rate.

4. If the need for an additional committee or other circumstance arises that may warrant the \$55 per hour rate, the parties agree to meet and determine whether to apply the \$55 per hour rate based on mutual agreement.

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

8/12/22

Date



Chris Thomas, CBO

8/12/2022

Date

For Petaluma Federation of Teachers



Sandra Larsen, President

8-12-22

Date



Todd Siders, Chief Negotiator

8/12/22

Date