

**MEMORANDUM OF UNDERSTANDING (#25) 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, 2023 through June 30, 2024.


The Parties agree that due to the ongoing difficulties in hiring some certificated staff positions this year and the current situation with regard 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. In order to address the challenges of this hiring emergency, the Parties agree to the following:

- All District special education teachers with an RSP or SDC caseload 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 2023 and May 2024.

This MOU is non-precedent setting and shall sunset June 30, 2024 unless the parties mutually agree to extend in writing.

For Petaluma School District

  
\_\_\_\_\_  
Jason Sutter, Assistant Superintendent,  
Human Resources

  
\_\_\_\_\_  
Chris Thomas, CBO

4/12/23  
\_\_\_\_\_  
Date

For Petaluma Federation of Teachers

  
\_\_\_\_\_  
Sandra Larsen, President

  
\_\_\_\_\_  
Todd Siders, Chief Negotiator

4/12/23  
\_\_\_\_\_  
Date