

**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”), jointly known as the Parties (“Parties”), agree to the following Memorandum of Understanding (“MOU”) regarding any impact to working conditions due to the addition of 2021-22 stimulus funding the District will be receiving.

The parties recognize that the intent of this additional stimulus funding is to support the academic and social-emotional needs of students and to address the health and safety concerns in the District, due to the COVID-19 pandemic.

The parties agree to the following:

1. For the 2021-22 school year only, we will be providing District-approved, after-school, pandemic intervention to identified students. Depending upon the needs of each site, teachers may volunteer to provide this Districtwide intervention at the targeted after-school intervention rate of \$55 per hour. Teachers and administrators will work together, using the shared-decision making model, to develop a thoughtful and systematic way of providing services to identified students and monitor and document their progress. This rate is exclusively for the implementation of a District-approved, after-school, pandemic intervention for the 2021-22 school year only.
2. The District is exploring offering several identified, special events throughout the 2021-22 school year in order to provide additional opportunities for students to develop social connections due to the lingering effects of the unprecedented, COVID-19 pandemic. Examples may include, but are not limited to, the Petaluma City Schools’ Film Festival, the Petaluma City Schools’ Robotics Challenge, the Petaluma City Schools’ Art Festival, the Petaluma City Schools’ Soccer Tournament, and the Petaluma City Schools’ 10K cross country race. Teachers who volunteer to support their site team or serve as event coordinator in order to prepare for these events are eligible to receive a flat stipend based on the number of expected hours worked after-school and on the weekends. This stipend is exclusively for the implementation of these District-identified special events for the 2021-22 school year only.
3. The Parties agree that extra time needs to be spent this year providing social-emotional support to students and reintegrating them into their school community. To that end, and subject to agreement with CSEA, the Parties have agreed to modify the 2021-22 school calendar by adding three (3) instructional days, as outlined below. The Parties also agree to move one Professional Development (PD) day from February 11th to the beginning of the year in order to acknowledge the additional work involved in preparing for the start of the 2021-22 school year. This increase in days results in an approximate 1.61% temporary increase to the salary schedule for the 2021-22 school year only, funded by the 2021-22 State Expanded Learning Opportunity (ELO) COVID-19 relief and school reopening grant funding.

Add as instructional days:

1. Monday, January 3, 2022
2. Tuesday, January 4, 2022
3. Friday, February 11, 2022


Move as follows:

1. Existing Friday, February 11, 2022 PD day to Tuesday, August 10, 2021 (elementary traditional); and Wednesday, August 11, 2021 (secondary); and Friday, July 16, 2021 (elementary year round)
2. Existing Tuesday, January 4, 2022 secondary teacher work day to Monday, December 20, 2021
3. Existing Tuesday, August 10, 2021 New Teacher Orientation to Monday, August 9, 2021

The Parties have a shared interest in keeping communication open and working collaboratively for the benefit of students, staff, parents, and the District community. Pending COVID-19 guidelines issued by the Sonoma County Public Health department, the Parties remain committed to planning for and working together to reopen the 2021-22 school year in a normal, pre-pandemic instructional model and schedule.

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



Matthew Harris, Assistant Superintendent,
Human Resources

June 17, 2021

Date



Chris Thomas, Chief Business Official

6/17/2021

Date


For Petaluma Federation of Teachers



Sandra Larsen, President

6-17-21

Date



Doug Cox, Chief Negotiator

6-17-21

Date