

**MEMORANDUM OF UNDERSTANDING (#8) 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 **Article V Section C - Parity Salary Adjustment** effective July 1, 2022 through June 30, 2025.

For purposes of the this MOU, **Article V, Section C - Parity Salary Adjustment** will be as follows:

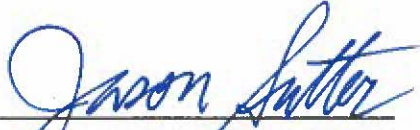
C. Parity Salary Adjustment

1. A study and calculation of parity will be taken on February 10 of each year, with five surrounding districts (Cotati-Rohnert Park, Novato, Santa Rosa, Sonoma Valley, and Windsor). Parity calculations will be based on the annual base salary schedule on a per diem basis and shall not include health benefits, masters or doctorate stipends, national board certification, or any other stipend. All salary schedules used for parity will be disclosed in the parity study.
2. If the parity study shows that any two or more Petaluma City Schools salary points are not at or above the 50th percentile of the existing comparison group salary schedules at Bachelors +30 step 1, maximum at 10 years, and maximum, percentage adjustments will be made equally to raise the Petaluma salary to the 50th percentile* retroactive to July 1st of that school year. For example, if one point is 4.1% out of parity, another is 2.7% out of parity, and the other point is in parity, then all salaries on the PCS Salary schedule will increase 4.1%.
3. If the study shows that parity is met, but one point is not at the 50th percentile, the parties agree to meet on or before February 28 of each year to discuss and mutually agree how to bring that cell up to the 50th percentile. If the parties are unable to reach agreement after meeting at least three times or by April 30th of the parity year, the parties will agree to a third party neutral to meet with them to assist in reaching an agreement.

*The 50th percentile is defined as the statistical median, not average/mean. For example: the median of the data set (1,4,8,12,50) is 8, as opposed to the average mean of 15.

This MOU is non-precedent setting and shall sunset June 30, 2025 unless the parties mutually agree to extend in writing.

For Petaluma School District



Jason Sutter, Assistant Superintendent,
Human Resources

2/28/22

Date



Chris Thomas, CBO

2/28/2022

Date

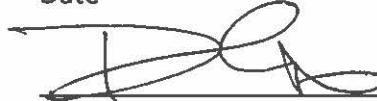
For Petaluma Federation of Teachers



Sandra Larsen, President

2/28/22

Date



Doug Cox, Chief Negotiator

2/28/22

Date