



RESOLUTION OF THE BOARD OF EDUCATION OF PETALUMA CITY ELEMENTARY AND PETALUMA JOINT UNION HIGH SCHOOL DISTRICTS (“PETALUMA CITY SCHOOLS”) AFFIRMING COMMITMENT TO IMPLEMENT BUDGET REDUCTIONS IDENTIFIED FOR FISCAL YEAR 2026–27

WHEREAS, on July 22, 2025, the Governing Board of Petaluma City Schools adopted Resolution No. 2526-01, which identified the need for budget reductions of at least five million dollars (\$5,000,000) for Fiscal Year 2026–27 and directed the development of a deficit reduction and reserve restoration plan; and

WHEREAS, Resolution No. 2526-01 further directed the District to develop a plan and timeline for budget reductions for Fiscal Year 2026–27 as part of the District’s interim financial reporting and multiyear financial planning; and

WHEREAS, in response to this direction, the Superintendent established a Budget Advisory Committee to review the District’s fiscal condition and develop recommendations for expenditure reductions necessary to address ongoing structural deficits; and

WHEREAS, the Budget Advisory Committee has completed its work and has submitted recommended budget reductions totaling six million one hundred twenty-three thousand dollars (\$6,123,000) for Fiscal Year 2026–27, which are attached hereto as Exhibit A and incorporated by reference; and

WHEREAS, the Budget Advisory Committee’s recommendations were reviewed by the Superintendent and Cabinet, and the Superintendent and Cabinet concur with the Committee’s recommendations as an appropriate basis for addressing the District’s fiscal challenges; and

WHEREAS, the Budget Advisory Committee’s recommendations include the identification of certain positions proposed for elimination, which are anticipated to return to the Governing Board for consideration and action in February as part of the District’s budget development process; and

WHEREAS, the Governing Board recognizes that timely and deliberate action is necessary to achieve structural balance, strengthen reserves, and ensure the District’s long-term fiscal stability;

NOW, THEREFORE, BE IT RESOLVED, that the Governing Board of Petaluma City Schools hereby receives and acknowledges the Budget Advisory Committee’s recommended budget reductions for Fiscal Year 2026–27; and

BE IT FURTHER RESOLVED, that the Budget Advisory Committee’s recommendations shall serve as the basis for the Governing Board’s consideration of budget reductions for Fiscal Year 2026–27, subject to Governing Board approval; and

BE IT FURTHER RESOLVED, that the Governing Board affirms its intent to implement budget reductions for Fiscal Year 2026–27 sufficient to meet the fiscal objectives and commitments established in Resolution No. 2526-01; and

BE IT FURTHER RESOLVED, that the recommended reductions, as approved by the Governing Board, shall be incorporated into the development of the District's Fiscal Year 2026–27 budget through the formal budget adoption process; and

BE IT FINALLY RESOLVED, that the Superintendent or designee shall return to the Governing Board with proposed budget actions, implementation timelines, and any required statutory or bargaining considerations for review and action.

The foregoing resolution was introduced by Board Member Webster who moved its adoption, seconded by Member Paun and adopted by the following vote:

CLOUD: Aye PAUN: Aye QUINN: Aye WEBSTER: Aye WILLIAMS: Aye

WHEREUPON, the President declared the above resolution adopted and **SO ORDERED** this 13, of January, 2026.



Mady Cloud, President, Board of Education

ATTEST:



Matthew Harris, Secretary

EXHIBIT A

**BUDGET ADVISORY COMMITTEE
RECOMMENDED BUDGET REDUCTIONS
FISCAL YEAR 2026-27**

TOTAL REDUCTIONS: SIX MILLION ONE HUNDRED TWENTY-THREE THOUSAND DOLLARS (\$6,123,000)

1. Remaining One-Time Funded Positions
Two Million One Hundred Forty-One Thousand Dollars (\$2,141,000)
2. Restructure Alternative Education
Six Hundred Sixty-Three Thousand Dollars (\$663,000)
3. Reduce Site Funds, Field Trips, and Athletics
Five Hundred Thousand Dollars (\$500,000)
4. Restructure Seven-Period Bell Schedule
Three Hundred Thousand Dollars (\$300,000)
5. Reduce Maintenance and Operations
Three Hundred Thousand Dollars (\$500,000)
6. Eliminate Contributions to our Parcel Tax
One Million Two Hundred Twenty-Eight Thousand Dollars (\$1,228,000)
7. Other Considerations
Seven Hundred Ninety-One Thousand Dollars (\$791,000)



RESOLUTION OF THE BOARD OF EDUCATION OF PETALUMA CITY ELEMENTARY AND PETALUMA JOINT UNION HIGH SCHOOL DISTRICTS (“PETALUMA CITY SCHOOLS”), IDENTIFYING NEEDED CREDENTIALS AND CERTIFICATES TO BE SKIPPED IN A CERTIFICATED LAYOFF PROCESS IN THE 2025-26 SCHOOL YEAR

WHEREAS, the Petaluma City (Elementary) and Petaluma Joint Union High School Districts foresee the need to identify teaching credentials and certificates that authorize particular instruction that is needed by the Districts; and

WHEREAS, Education Code 44955 authorizes the Governing Board to deviate from terminating a certificated employee in order of seniority when the Districts demonstrate a specific need for personnel to teach a specific course or course of study, and that the certificated employee has special training and experience necessary to teach that course or course of study, which others with more seniority do not possess; and

WHEREAS, it is the desire of the Governing Board to skip over in a layoff process those employees holding the identified credentials and/or certificates, or possessing the special training and experience necessary to teach that course or course of study; and

WHEREAS, the following credentials and certificates authorize instruction in Reading as needed by the Districts: Reading Specialist Credential, Reading Certificate; and

WHEREAS, the following credential authorization or certificates authorizing instruction to English Learner students as needed by the Districts: BCLAD, Bilingual Authorization, Math, Science, Special Education or Foreign Language; now

THEREFORE, BE IT RESOLVED, that Petaluma City (Elementary) and Petaluma Joint Union High School Districts Board of Education does hereby adopt that certificated employees holding those credentials and/or certificates listed above will be skipped over in a certificated employee layoff process.

The foregoing resolution was introduced by Board Member Webster who moved its adoption, seconded by Member Paun and adopted by the following vote:

CLOUD: AYE PAUN: AYE QUINN: AYE WEBSTER: AYE WILLIAMS: AYE

WHEREUPON, the President declared the above resolution adopted and **SO ORDERED** this 10th day of February

Mady Cloud, President, Board of Education

ATTEST:

Matthew Harris, Secretary



RESOLUTION OF THE BOARD OF EDUCATION OF PETALUMA CITY ELEMENTARY AND PETALUMA JOINT UNION HIGH SCHOOL DISTRICTS ("PETALUMA CITY SCHOOLS"), ESTABLISHING THE CRITERIA DETERMINING THE ORDER OF LAYOFF AMONG CERTIFICATED EMPLOYEES WITH THE SAME SENIORITY DATE IN THE 2025-26 SCHOOL YEAR

WHEREAS, the Governing Board of the Petaluma City (Elementary) School District and the Petaluma Joint Union High School District finds that to make effective release-of-employment decisions, objective criteria must be established; and

WHEREAS, it is the desire of the Governing Board of the Petaluma City (Elementary) School District and the Petaluma Joint Union High School District to ensure that all certificated employees are treated fairly and equitably; and

WHEREAS, Education Code 44955 authorizes the Governing Board of the Petaluma City (Elementary) School District and the Petaluma Joint Union High School District to adopt criteria for establishing an order of layoff of certificated employees who first rendered paid probationary service to the Districts on the same date, and

WHEREAS, the Governing Board of the Petaluma City (Elementary) School District and the Petaluma Joint Union High School District resolve that the order of layoff between employees who first rendered paid probationary service on the same date shall be based solely on the needs of the Districts and the students thereof, the specific criteria used in determining this need shall be as follows, but not necessarily listed in order of importance:

1. Credentials and supplemental authorizations in the designated areas of math, science, special education or foreign language

Points: 1 per credential or authorization

2. Experience teaching math, science, special education or foreign language in 2011/12, 2012/13, 2013/14, 2014/15, 2015/16, 2016/17, 2017/18, 2018/19, 2019/20, 2020/21, 2021/22, 2022/23, 2023/24, 2024/25 and 2025/26.

Points: 1 per year

3. Types and numbers of teaching credentials: Intern, Preliminary/Level I, Clear/Level II

Points: 1 per Intern

2 per Preliminary/Level I

3 per Clear/Level II

4. English Learner authorizations: LDS, SDAIE or Certificate of Staff Development earned by completing SDAIE training, Emergency CLAD Permit, CLAD or embedded authorization equivalent to CLAD, BCLAD or Bilingual Authorization.

Points: 1 for LDS



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ELEMENTARY AND PETALUMA JOINT UNION HIGH SCHOOL DISTRICTS
("PETALUMA CITY SCHOOLS"), ESTABLISHING THE CRITERIA
DETERMINING THE ORDER OF LAYOFF AMONG CERTIFICATED
EMPLOYEES WITH THE SAME SENIORITY DATE IN THE 2025-26 SCHOOL YEAR**

1 for SDAIE, Certificate of Staff Development or Emergency CLAD Permit

2 for CLAD or embedded CLAD equivalent

3 for BCLAD or Bilingual Authorization

5. Variety and breadth of supplemental authorizations

Points: 1 per Supplemental Authorization

2 per Subject Matter Authorization

6. Administrative Services credential or Certificate of Eligibility for Administrative Services credential

Points: 1 per credential/certificate

7. Education, limited to degrees awarded of BA, BS, MA, MS and doctorates

Points: 1 per degree awarded

8. National Board Certification

Points: 1 per certification

9. Multiple language skills relevant to Districts' need as established by professional credentials and certificates

Points: 1 for BCLAD or Bilingual Authorization

1 for teaching credential authorizing a foreign language; now

THEREFORE, BE IT RESOLVED, that Petaluma City (Elementary) and Petaluma Joint Union High School Districts Board of Education does hereby adopt that this criteria shall be applied in ranking each employee relative to the other employees in the group. In the event that employees with the same seniority date have equal qualifications based on application of the above criteria, the Districts will then break ties by utilizing a lottery.

The foregoing resolution was introduced by Board Member Webster who moved its adoption, seconded by Member Quinn and adopted by the following vote:

CLOUD: AYE PAUN: AYE QUINN: AYE WEBSTER: AYE WILLIAMS: AYE



2526-28

RESOLUTION OF THE BOARD OF EDUCATION OF PETALUMA CITY
ELEMENTARY AND PETALUMA JOINT UNION HIGH SCHOOL DISTRICTS
("PETALUMA CITY SCHOOLS"), ESTABLISHING THE CRITERIA
DETERMINING THE ORDER OF LAYOFF AMONG CERTIFICATED
EMPLOYEES WITH THE SAME SENIORITY DATE IN THE 2025-26 SCHOOL YEAR

WHEREUPON, the President declared the above resolution adopted and SO ORDERED this 10th day of February



A blue ink signature of the name "Mady Cloud" in cursive script.

Mady Cloud, President, Board of Education

ATTEST:



A blue ink signature of the name "Matthew Harris" in cursive script, with a horizontal line extending to the right.

Matthew Harris, Secretary



**RESOLUTION OF THE BOARD OF EDUCATION OF PETALUMA CITY
ELEMENTARY AND PETALUMA JOINT UNION HIGH SCHOOL DISTRICTS
("PETALUMA CITY SCHOOLS"), REDUCING OR DISCONTINUING
PARTICULAR KINDS OF SERVICES BY 44.0 FTE FOR THE 2026-2027
SCHOOL YEAR**

WHEREAS, the Governing Board hereby finds that it is in the best interest of the Petaluma City (Elementary) School District and the Petaluma Joint Union High School District that, as of the end of the 2025-2026 school year, certain particular kinds of services now being provided by the Districts be reduced or discontinued as follows:

1. Eliminate the equivalent of 1.0 FTE Certificated Nurse
2. Eliminate the equivalent of 0.5 FTE Certificated Nurse (SoCC)
3. Eliminate the equivalent of 1.0 FTE Psychologist
4. Eliminate the equivalent of 1.0 FTE Psychologist (SoCC)
5. Eliminate the equivalent of 2.6 FTE Counselor
6. Eliminate the equivalent of 1.0 FTE Elementary Teacher (Reading Specialist position)
7. Eliminate the equivalent of 6.0 FTE Elementary Teacher (Enrollment reductions)
8. Eliminate the equivalent of 0.8 FTE Music Teacher (Elementary program)
9. Eliminate the equivalent of 1.0 FTE Dance (Elementary VAPA program)
10. Eliminate the equivalent of 0.6 FTE VAPA TOSA
11. Eliminate the equivalent of 3.0 FTE English
12. Eliminate the equivalent of 2.0 FTE Math
13. Eliminate the equivalent of 2.0 FTE Social Studies
14. Eliminate the equivalent of 2.0 FTE Science
15. Eliminate the equivalent of 2.0 FTE Physical Education
16. Eliminate the equivalent of 1.0 FTE Agriculture
17. Eliminate the equivalent of 1.0 FTE Business
18. Eliminate the equivalent of 1.0 FTE Auto Shop
19. Eliminate the equivalent of 0.4 FTE French
20. Eliminate the equivalent of 1.0 FTE Spanish
21. Eliminate the equivalent of 1.0 FTE Photo
22. Eliminate the equivalent of 0.6 FTE Computer Graphic Design
23. Eliminate the equivalent of 0.2 FTE Film
24. Eliminate the equivalent of 0.8 FTE Music
25. Eliminate the equivalent of 0.8 FTE Art
26. Eliminate the equivalent of 0.4 FTE STEM
27. Eliminate the equivalent of 0.6 FTE Yearbook
28. Eliminate the equivalent of 0.2 FTE Robotics
29. Eliminate the equivalent of 0.4 FTE Health Career Pathway
30. Eliminate the equivalent of 0.2 FTE Child Development
31. Eliminate the equivalent of 0.4 FTE Drama

ADMINISTRATIVE

32. Eliminate the equivalent of 1.0 FTE Certificated Coordinator (SoCC)
33. Eliminate the equivalent of 1.0 FTE Certificated Coordinator (CTE)



2526-30

RESOLUTION OF THE BOARD OF EDUCATION OF PETALUMA CITY ELEMENTARY AND PETALUMA JOINT UNION HIGH SCHOOL DISTRICTS ("PETALUMA CITY SCHOOLS"), REDUCING OR DISCONTINUING PARTICULAR KINDS OF SERVICES BY 44.0 FTE FOR THE 2026-2027 SCHOOL YEAR

34. Eliminate the equivalent of 2.0 FTE Assistant Principal, Junior High School (TK-8)
35. Eliminate the equivalent of 1.0 FTE Program Manager
36. Eliminate the equivalent of 1.0 FTE Principal on Special Assignment

SITE FUNDED

37. Eliminate the equivalent of 1.0 FTE Movement
38. Eliminate the equivalent of 0.5 FTE Handwork

WHEREAS, in the opinion of the Governing Board of these Districts it is necessary by reason of the aforementioned reduction and discontinuance of services to decrease the number of certificated employees by the equivalent of 44.0 full-time equivalent employees for the ensuing 2026-2027 school year; now

THEREFORE, BE IT RESOLVED, by the Governing Board of the Petaluma City School Districts that, as of the end of the 2025-2026 school year the particular kinds of services now being provided by said Districts be and hereby are reduced to the extent hereinabove set forth; and

BE IT FURTHER RESOLVED, that the District Superintendent or Superintendent's designee, be and hereby is authorized and directed to initiate and pursue procedures necessary to not reemploy the equivalent of 44.0 full-time equivalent certificated employees of these Districts pursuant to Education Code sections 44949 and 44955 because of said reduction and discontinuance of services.

The foregoing resolution was introduced by Board Member Paun who moved its adoption, seconded by Member Quinn and adopted by the following vote:

CLOUD: AYE PAUN: AYE QUINN: AYE WEBSTER: AYE WILLIAMS: AYE

WHEREUPON, the President declared the above resolution adopted and **SO ORDERED** this 10th day of February.



Mady Cloud, President, Board of Education

ATTEST:



Matthew Harris, Secretary



**RESOLUTION OF THE BOARD OF EDUCATION OF PETALUMA CITY
ELEMENTARY AND PETALUMA JOINT UNION HIGH SCHOOL DISTRICTS
("PETALUMA CITY SCHOOLS"), ELIMINATING CLASSIFIED AND CLASSIFIED
MANAGEMENT POSITIONS**

WHEREAS, Education Code sections 45114, 45117, 45298 and 45308 permit the Governing Board to reduce or discontinue classified services and terminate the employment of affected classified employees not later than the beginning of the following school year due to lack of work and/or lack of funds; and

WHEREAS, the Governing Board of the Petaluma City (Elementary) School District and the Petaluma Joint Union High School District has determined that it shall be necessary to reduce or discontinue the classified services of the District as described herein no later than the beginning of the 2026-2027 school year due to a lack of work and/or lack of funds; and

WHEREAS, it shall be necessary at the end of the 2025-2026 school year to terminate the employment of certain classified employees of the District as a result of this reduction or discontinuance in classified services; and

WHEREAS, it is the opinion of the Board that it is in the best interest of the District, including the welfare of the District's schools and pupils, to reduce or discontinue the classified services and as a result terminate the number of classified employees of the District as hereinafter set forth; now

THEREFORE, BE IT RESOLVED, by the Governing Board of the Petaluma City School Districts as follows:

1. That the foregoing recitals are true and incorporated herein by this reference
2. That the following classified services be reduced or eliminated as indicated, commencing with the 2026-2027 school year:

Student Advisor
9.0 FTE - 194 Day Work Calendar

Instructional Assistant (Floating TK Assistant)
3.375 FTE - 194 Day Work Calendar

Instructional Assistant (Site-Funded Positions)
2.75 FTE - 194 Day Work Calendar

Library Coordinator, Elementary (Site-Funded Position)
0.125 FTE - 194 Day Work Calendar



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ELEMENTARY AND PETALUMA JOINT UNION HIGH SCHOOL DISTRICTS
("PETALUMA CITY SCHOOLS"), ELIMINATING CLASSIFIED AND CLASSIFIED
MANAGEMENT POSITIONS**

Playground Supervisor (Site-Funded Positions)
0.125 FTE - 194 Day Work Calendar

Library Media, Technology Assistant (Secondary)
2.0 FTE - 223 Day Work Calendar

Custodian, Floater
3.0 FTE - 12-month calendar

Grounds Worker
1.0 FTE - 12-month calendar

Maint. Specialist, HVAC
1.0 FTE - 12-month calendar

Maint. Specialist, Plumber
1.0 FTE - 12-month calendar

Bilingual Coordinator
1.0 FTE - 12-month calendar

District Office Receptionist
1.0 FTE - 12-month calendar

Technology Support Specialist
1.0 FTE - 12-month calendar

District Student Information & Attendance Specialist
1.0 FTE - 12-month calendar

Work-Based Learning Coordinator
1.0 FTE - 12-month calendar

Coordinator, District Guidance (LMFT)
1.0 FTE - 209 days

Coordinator, Transportation
1.0 FTE - 261 days



2526-31

**RESOLUTION OF THE BOARD OF EDUCATION OF PETALUMA CITY
ELEMENTARY AND PETALUMA JOINT UNION HIGH SCHOOL DISTRICTS
("PETALUMA CITY SCHOOLS"), ELIMINATING CLASSIFIED AND CLASSIFIED
MANAGEMENT POSITIONS**

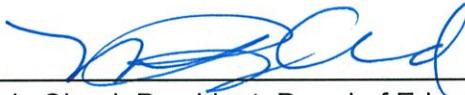
Director, Maintenance & Operations & Transportation
1.0 FTE - 261 days

3. That due to the reduction or elimination of classified services set forth herein, the number of classified employees if the District be reduced pursuant to Education Code section 45117.
4. That the District Superintendent or designee is directed to send appropriate notices to members of the Governing Board and all employees whose services shall be terminated by virtue of this action pursuant to Education Code section 45117.

The foregoing resolution was introduced by Board Member Quinn who moved its adoption, seconded by Member Webster and adopted by the following vote:

CLOUD: AYE PAUN: AYE QUINN: AYE WEBSTER: AYE WILLIAMS: AYE

WHEREUPON, the President declared the above resolution adopted and **SO ORDERED** this 10th day of February


Mady Cloud, President, Board of Education

ATTEST:


Matthew Harris, Secretary