



PETALUMA CITY SCHOOLS

MEMORANDUM OF UNDERSTANDING

**Between Petaluma City Schools District and California School Employees Association
(CSEA)**

Shared Decision-Making Process Development Committee

This Memorandum of Understanding (“MOU”) is entered into between the Petaluma City Schools District (“District”) and the California School Employees Association and its appropriate chapter (“CSEA”).

Purpose

The parties recognize the value of collaborative communication and inclusive stakeholder engagement regarding District decision-making processes. The parties further acknowledge that the District currently maintains an existing Shared Decision-Making Agreement with the Petaluma Federation of Teachers (“PFT”), and that any future recommendations or processes developed pursuant to this MOU must remain consistent with that agreement and may not create conflicts with the District’s obligations under the existing PFT agreement.

Accordingly, the parties agree to establish a committee during the 2026-2027 school year for the purpose of collaboratively developing recommendations regarding a potential shared decision-making process involving classified employees. The District shall consult with PFT throughout the committee process as appropriate to ensure alignment with the District’s existing Shared Decision-Making Agreement with PFT.

Committee Composition

The committee shall consist of the following members:

- Three (3) representatives appointed by CSEA
- Three (3) representatives appointed by the District

Committee Responsibilities

The committee’s purpose shall be limited to:

- Reviewing existing shared decision-making structures and practices;
- Discussing opportunities for classified employee participation in collaborative District processes;
- Developing recommendations regarding the structure, scope, and implementation of any future shared decision-making process involving CSEA-represented employees; and



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- Ensuring that any proposed recommendations remain aligned with and do not conflict with the District's existing agreements and obligations with PFT.

The committee shall serve in an advisory and developmental capacity only.

Nothing in this MOU establishes or implements a shared decision-making process, nor does it grant decision-making authority to the committee or create any change to the parties' collective bargaining agreements, management rights, or existing District practices.

Meetings

The committee shall meet a minimum of three (3) times during the 2026-2027 school year at mutually agreed-upon dates and times.

Additional meetings may be scheduled upon mutual agreement of the parties.

Non-Precedent / Non-Binding

Any recommendations developed by the committee shall not become effective unless and until separately agreed to by the District and the applicable bargaining unit(s) through the appropriate bargaining and approval processes.

This MOU shall not establish precedent beyond its specific terms and duration.

Term

This MOU shall remain in effect through June 30, 2027, unless extended by mutual written agreement of the parties.


For the District:



 Matthew Harris, Superintendent

June 2, 2026

 Date



 Jennifer Hansen, Ast. Sup of HR

June 2, 2026

 Date

For CSEA:



 Calum Weeks, CSEA Labor Rep

6/2/26

 Date



 Patty Pacheco, President Ch. 212

June 2, 2026

 Date