



PCS/CSEA Negotiations Update

October 14, 2026

Dear PCS Staff and Families,

Petaluma City Schools and CSEA Chapter 212 (classified bargaining unit) met today to continue negotiations regarding Leaves and Wages. While the parties did not reach any new agreements, the District remains committed to continuing discussions and working toward mutually agreeable solutions.

Leaves

The District presented a counterproposal regarding Leaves, which covers a wide range of employee leave provisions. During the review, CSEA raised concerns about the document's formatting, and the District agreed to make the requested adjustments. We were unable to complete their review during the session.

The District looks forward to continuing discussions on this article at a future negotiations session.

Wages and Benefits

The District and CSEA also exchanged counterproposals regarding wages. CSEA's prior counterproposal was 2% ongoing salary increase for 2025-2026 and 8% ongoing salary increase for 2026-2027.

District Counterproposal

The District presented the following counterproposal:

- **2025-2026:** 2% ongoing salary increase
- **2026-2027:** 2% ongoing salary increase

CSEA Counterproposal

CSEA responded with the following counterproposal:

- **2025-2026:** 2% ongoing salary increase
- **2026-2027:** 7.5% ongoing salary increase

While the parties have not yet reached agreement on wages, the District remains committed to working toward a settlement that recognizes the contributions of our classified employees while maintaining the District's long-term fiscal stability.

Next Steps

The District hopes to schedule another negotiation session with CSEA soon to continue discussions regarding Leaves and Wages.

We value the important work of our classified employees and remain committed to engaging in good-faith negotiations to reach agreements that support our employees, students, and the broader PCS community.

We will provide another update following our next negotiations session.

Petaluma City Schools District Negotiations Team