



PETALUMA CITY SCHOOLS

PCS/PFT Negotiations Update

October 13, 2026

Dear PCS Staff and Families,

Petaluma City Schools and the Petaluma Federation of Teachers (PFT) met today for a negotiations session focused on wages and several Memorandums of Understanding (MOUs). Both teams exchanged proposals and discussed additional information. Following the conclusion of the session, PFT informed the District of its decision to declare impasse.

Wages and Benefits

PFT Proposal

PFT proposed a 2.3% salary schedule increase for 2025-2026 and a 4% additional ongoing salary schedule increase for 2026-2027.

District Counterproposal

- **Option A:**
 - 2% ongoing salary schedule increase for 2025-2026
 - 1.5% additional ongoing salary schedule increase for 2026-2027
- **Option B:**
 - 1% ongoing salary schedule increase for 2025-2026
 - 2.8% additional ongoing salary schedule increase for 2026-2027

PFT Counterproposal

- **Option A:**
 - 2.3% ongoing salary schedule increase for 2025-2026
 - 2.7% additional ongoing salary schedule increase for 2026-2027
- **Option B:**
 - 2% ongoing salary schedule increase for 2025-2026
 - 3% additional ongoing salary schedule increase for 2026-2027

The parties did not reach an agreement on wages during today's session.

Other Negotiations Items

Secondary Class Size and Contact Limits MOU

The District and PFT discussed a proposed MOU addressing compensation for secondary teachers whose class sizes or overall student contact limits exceed established thresholds.



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The District proposed:

- Compensation of \$5 per student per day for each student exceeding 32 students in a class.
- Compensation of \$12 per student per day for each student exceeding an overall contact limit of 160 students.

PFT responded with a counterproposal requesting:

- Compensation of \$20 per student per day for classes with 34 students.
- No authorization for overall student contact limits to exceed 160 students.

Special Education MOUs

The parties also identified two additional MOUs for discussion:

- **Special Education Staffing MOU:** A proposed one-year agreement addressing special education teacher staffing, caseloads, and additional assignments.
- **Special Education Teachers Supporting Intern Permits MOU:** A proposed one-year agreement providing additional assignments for special education teachers to mentor and support teachers serving on provisional or short-term staffing permits.

Due to time constraints, the parties were unable to complete discussions on these proposals. The items remain unresolved and available for future negotiations.

Additional Information Requested

During today's session, PFT requested that the District provide the total dollar amount of all settlements paid by the District since July 1, 2025.

The District has also engaged School Services of California to conduct an independent review of its most recent financial information and provide an additional assessment of the District's financial position. The District is awaiting the results of this review, which will provide additional information to help inform ongoing negotiations and the District's assessment of its financial capacity. The District will consider this information in conjunction with its ongoing budget development and oversight responsibilities, including those involving the Sonoma County Office of Education.

Next Steps

Following today's negotiations session, PFT informed the District of its decision to declare impasse. District leadership requested that PFT consider delaying its declaration of impasse until School Services of California completes its review of the District's financial information, which is expected to be available soon.



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PFT maintained its decision to move forward with impasse but expressed a willingness to meet with the District to consider another proposal.

What Is Impasse?

An impasse occurs when one or both parties believe they have reached a point in negotiations where they are unable to make further progress toward an agreement. The process may involve a neutral mediator to assist both parties in reaching an agreement.

Declaring impasse does not mean negotiations have ended. The District and PFT can continue meeting, exchanging proposals, and working toward an agreement throughout the process. The goal of mediation is to help both parties find common ground and reach a mutually acceptable resolution.

While no date has been established for the next negotiations session, the District remains committed to reaching an agreement that recognizes the contributions of our educators while maintaining fiscal responsibility and the long-term stability of our schools. The District remains open to continued negotiations and will provide updates as the process moves forward.

Petaluma City Schools District Negotiations Team