



PCS/PFT Negotiations Update

September 23, 2026

Dear PCS Staff and Families,

Petaluma City Schools and the Petaluma Federation of Teachers (PFT) met today for a negotiations session focused primarily on wages and benefits. The District appreciates the time both teams spent discussing the proposals and identifying additional information requested by PFT as the parties continue the negotiation process.

Wages and Benefits

The District presented PFT with three options for consideration and shared that these options represent the District's full authority from the Board of Education at this time.

District Proposal

- **Option 1 for 2025-2026:**
 - 1% ongoing salary schedule increase retroactive to July 1, 2025
 - \$1,500 one-time payment per full-time equivalent (FTE) position
 - Beginning in 2026-27, a 185-day work year for most unit members, including 180 regular classroom teaching days, two unit member workdays, and three days for professional development and/or staff meetings. This is a reduction of two professional development days for all certificated staff.
- **Option 2 for 2025-2026 and 2026-2027:**
 - 1% ongoing salary schedule increase retroactive to July 1, 2025
 - \$1,500 one-time payment per FTE position
 - An additional 1.2% ongoing salary schedule increase retroactive to July 1, 2026.
- **Option 3 for 2025-2026 and 2026-2027:**
 - No salary schedule increase for 2025-26
 - 4% ongoing salary schedule increase retroactive to July 1, 2026.

Additional Information Requested

Following the District's presentation, PFT requested additional financial information to assist its review of the proposals. The District agreed to provide the requested information by Friday, September 25 at 4:00 p.m.

The requested information includes:

- The total District cost of each of the three compensation options
- The cost of the 2026-2027 increase in books and supplies
- The amount carried over from 2025-2026



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- The cost for Cabinet and District Office administrators for 2025-2026 and 2026-2027
- The total cost associated with a specific contracted employee
- The total cost of contracted employees, including professional experts, for 2025-2026 and 2026-2027
- A list of active consultant contracts and associated costs

This request follows a budget presentation provided to union leadership by Chief Business Official Amanda Bonivert on September 17, which included current District budget information.

Other Negotiations Items

The September 23 negotiations agenda also included discussion of the High School Contract Limits Memorandum of Understanding, which addresses topics such as class size overages, as well as AI/Intellectual Property language. The District was prepared to continue discussions on both items following the conversation on wages. PFT shared that they preferred not to discuss these items during today's session, so they will remain available for discussion at a future negotiations session.

Next Steps

The District offered four dates and times to reconvene next week. PFT did not select a future date at today's session and indicated that it would first review the additional financial information requested from the District. Following that review, PFT may provide a counterproposal or the parties may schedule another negotiations session.

The District has also contracted with School Services of California to review its most recent financial information and provide an additional assessment of its financial position as negotiations continue. The Sonoma County Office of Education will review the information as part of its budget oversight process.

The District remains committed to providing PFT with the information necessary to evaluate the proposals and continuing the negotiations process in a transparent and constructive manner. We appreciate the work of both bargaining teams and will continue to provide updates to our staff and families as negotiations progress.

Petaluma City Schools District Negotiations Team