

**MEMORANDUM OF UNDERSTANDING (2526.06) BETWEEN  
PETALUMA CITY (ELEMENTARY) AND JOINT UNION HIGH SCHOOL  
DISTRICTS AND PETALUMA FEDERATION OF TEACHERS**

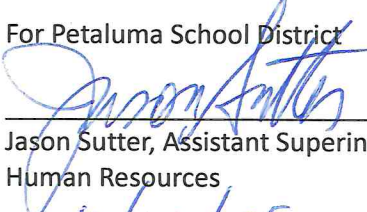
The Petaluma City Schools District ("District") and The Petaluma Federation of Teachers ("PFT"), hereinafter referred to as "the parties," agree to the following Memorandum of Understanding ("MOU") regarding **Counselor Workload at the High School level**. This agreement replaces and supersedes MOU 2526.05 and takes effect on September 23, 2025.

When a high school counselor takes a formal leave of absence (e.g., medical, personal) and the District is unable to secure a suitable substitute, the remaining counselors will temporarily assume responsibility for that counselor's workload. Each counselor who takes on additional workload will receive a stipend of \$100 per day for the duration of the leave or until a suitable substitute is hired. The stipend will be prorated if partial support is provided and will end immediately upon the start date of a substitute counselor.

Counselors will make every reasonable effort to continue providing regular counseling services to students. The lead counselor, in collaboration with site administration, will prioritize the team's responsibilities and determine which tasks should be addressed first during the leave period.

This MOU is non-precedent setting and expires on June 30, 2026, unless the parties mutually agree to extend in writing.

For Petaluma School District

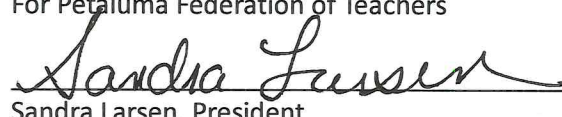
  
\_\_\_\_\_  
Jason Sutter, Assistant Superintendent,  
Human Resources

Date

  
\_\_\_\_\_  
Amanda Bonivert, Chief Business Official

Date

For Petaluma Federation of Teachers

  
\_\_\_\_\_  
Sandra Larsen, President

Date

  
\_\_\_\_\_  
Todd Siders, Chief Negotiator

Date