

**MEMORANDUM OF UNDERSTANDING (2526.09) 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”) agree to the following Memorandum of Understanding (“MOU”) related to **Full Inclusion and RSP teachers serving Alternative Education students** effective January 1, 2026, through June 30, 2027.

By May 15th of each year, staffing ratios for Full Inclusion and Alternative Education (Carpe Diem, San Antonio, Sonoma Mountain, and Valley Oaks) RSP teachers will be determined by the following guidelines:

- Full Inclusion Staffing Ratio: 2.5 students per 0.2 FTE
- Alternative Education RSP: 7 students per 0.2 FTE
- RSP Caseload will not exceed 28 total students

The District will make every effort to maintain caseloads matching these ratios and proactively communicate areas of need with PFT as necessary.

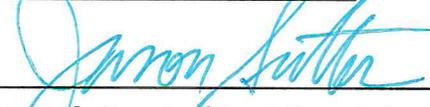
The District will develop a process to provide classified or certificated subs for 1:1 inclusion aides when they are absent.

The Special Services Director, Human Resources Administrator, and the Federation President (or designee) shall use shared decision-making concerning the need for an assignment change and any resulting change in working conditions.

The Special Services Director, Human Resources Administrator, and the Federation President agree to meet throughout the year to monitor the effects of these case limits.

This MOU is non-precedent setting and shall sunset on June 30, 2027, unless the parties mutually agree to extend it in writing.

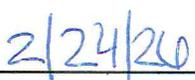
For Petaluma School District



Jason Sutter, Assistant Superintendent
Human Resources



Amanda Bonivert, CBO



Date

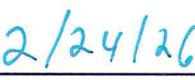
For Petaluma Federation of Teachers



Sandra Larsen, President



Todd Siders, Chief Negotiator



Date