Memorandum of Understanding
between
the Chico Unified Teachers Association
and
the Chico Unified School District

RE: Hiring Incentive for Certificated Staff in Difficult-to-Fill Positions

WHEREAS, the Chico Unified School District ("District") values the benefit of applicants with specific credentials. In order to attract the best qualified and most experienced applicants for hard-to-fill positions, the District and the Chico Unified Teachers Association agree that the District will grant a bonus for certificated employees with specific credentials.

THEREFORE, New certificated employees hired into mutually-agreed upon positions, as jointly determined by the CUTA and CUSD, shall be entitled to the following:

1. Receive a bonus of up to $10,000 to be paid in equal annual installments of $5,000 at the end of the first full year of employment and $5,000 at the end of the second full year of employment.

2. If a bonus recipient involuntarily leaves the District before the end of a school year in which they are due a bonus at the end of the year, the bonus recipient will receive a prorated portion of the $5,000 that was to be paid at the end of the year. If a bonus recipient voluntarily leaves the District before the end of a school year in which they are due a bonus at the end of the year, they void their right to that year's bonus.

3. If an employee serving in a position eligible for this bonus doesn't actively complete their job responsibilities on their assigned site(s) for 75% of their contracted instructional days they will not be eligible to receive the bonus, unless the District, at its discretion, deems the nature of the leave still warrants payment of the bonus.

4. Any employee hired mid-year into one of the identified hard-to-fill positions will receive a prorated portion of the $5,000 bonus to be paid that year. They will be eligible for the full $5,000 bonus at the end of the second year of employment, if applicable.

5. An employee hired in part-time status will be eligible for numbers 1, 2, and 3 above proportional to their FTE. For example, a 0.6 FTE employee is eligible for up to $6,000, to be paid in equal annual installments of $3,000 at the end of the first full year of employment and $3,000 at the end of the second full year of employment.

6. An employee will only be eligible for this bonus one time in their CUSD career.

The MOU is applicable only to hires made for employment prior to the beginning of, or during, the 2026-27 school year.

Charles Snyder, President,
Chico Unified Teachers Association (CUTA)

6/1/26
Date

John Shepherd, Assistant Superintendent
Chico Unified School District

6/1/26
Date