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

RE: Early Tell of Intent to Retire Incentive

This MOU will become effective immediately upon the approval and signature of both the CUTA and CUSD bargaining teams. It is intended to be in effect for the 2025-26 school year and may be renewed with the negotiated approval of both bargaining teams. The undersigned agree that the amounts designated below will not increase proportionally even if additional compensation is negotiated.

The district has a strong interest in hiring the best certificated staff possible. Due to the teacher shortage, it is in the districts interest to identify who intends to retire as early as possible in the school year in order to hire quality replacements as soon as possible.

Therefore, CUSD is offering all CUTA members that intend to retire at the end of the 2025-26 school year a one-time payment of $1,200 if the member presents an irrevocable letter of retirement to the Human Resources Office, effective June 5, 2026, on or before February 1, 2026. If the member presents an irrevocable letter of retirement between February 2, 2026 and March 1, 2026 the district will pay the member $600.

All other provisions of the CBA will stand as is unless mutually agreed to by both parties.

Charlie Snyder, President, Chico Unified Teachers Association (CUTA) — Date: 9/30/25

John Shepherd, Assistant Superintendent, Chico Unified School District — Date: 9/29/25