Memorandum of Understanding
between
the Chico Unified Teachers Association ("CUTA")
and
the Chico Unified School District ("District")

RE: Additional Certificated Step Placement Credit for Employment as IP/IBI

This MOU will become effective with the signatures and ratification of both CUTA and the District.

For the purpose of salary schedule placement, effective upon the signing of this memorandum of understanding, to be applied at the beginning of the 2025-26 school year, individuals hired as a certificated Education Specialist, Extensive Support Needs Teacher, or Speech and Language Pathologist shall receive credit on the salary schedule of up to fourteen (14) years for previous service as a special education instructional paraprofessional and/or an intensive behavior interventionist in Chico Unified School District utilizing the following formula:

Because IPs and IBIs may hold positions of different workday length, their service credit shall be calculated monthly and averaged for the year. The formula will be based on an 8-hour workday. A 4-hour position counts as 0.5, and a 6-hour position counts as 0.75. Utilizing an eleven-month calendar year, each month shall be assigned a value as described above based on the hours of the position held for the majority of the month. The decimal values shall be totaled and divided by 11.

For example, an IP who held a 4-hour position from August through December, and a 6-hour position from January through June would result in the following:

Month	Position Hours	Decimal Value
August	4	0.5
September	4	0.5
October	4	0.5
November	4	0.5
December	4	0.5
January	6	0.75
February	6	0.75
March	6	0.75
April	6	0.75
May	6	0.75
June	6	0.75
		Total: 7
The year's service credit equals the total decimal value divided by 11 months. For the above example 7 divided by 11 = 0.64 of a year of service credit		

Each fractional year of service credit granted using the formula above shall be added together. This sum shall represent the steps earned for experience as a special education instructional paraprofessional in Chico Unified School District.

The calculation shall utilize Standard Rounding. For example, if a member earned 2.375 steps for service as a CUSD IP and/or IBI in special education, they would receive credit for 2 years on the salary schedule and would be placed at step 3 when hired as a certificated employee in special education or as an intern in a certificated position in special education.

If a member earned 2.5 steps for service as a CUSD IP and/or IBI in special education, they would receive credit for 3 years on the salary schedule and would be placed at step 4 when hired as a certificated Education Specialist, Extensive Support Needs Teacher, or Speech and Language Pathologist.

Special Provisions: At the beginning of the 2025-26 school year, current certificated Education Specialists, Extensive Support Needs Teachers, or Speech and Language Pathologists who previously served as instructional paraprofessionals and/or intensive behavior interventionist in the Chico Unified School District special education program shall be moved to the salary schedule step that the above formula would have earned them. There shall be no retroactive pay.

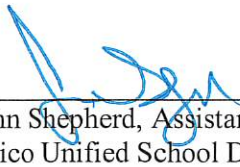
For example, if a current certificated Education Specialist, Extensive Support Needs Teacher, or Speech and Language Pathologist is on step 5 for the 2024-25 school year, and the above formula earns that employee 2.5 years of service, the employee would begin the 2025-26 school year on step 9.

This MOU expires on June 30, 2026. However, if this MOU is not renewed for the 2026-27 school year, any Salary Step Placement status gained as a result of this MOU will be retained by affected employees.

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

Charles Snyder
CUTA President

5/30/25
Date



John Shepherd, Assistant Superintendent
Chico Unified School District

5/30/25
Date