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

RE: Chorus Instruction and Music Teachers Work Day

The Chico Unified School District (CUSD) and the Chico Unified Teachers Association (CUTA) enter into this Memorandum of Understanding (MOU) to address the transition from Elementary Band to Elementary Chorus, commencing in August 2025, and its impact on the work day of music teachers. Recognizing the District's prerogative to schedule work days as outlined in the current Collective Bargaining Agreement, CUSD and CUTA are committed to a collaborative approach in exploring innovative models for music education delivery.

This MOU will become effective immediately upon the approval and signature of both the CUTA and CUSD bargaining teams. This agreement will be in effect for July 1, 2025 through June 30, 2026. The parties may agree to extend the MOU with mutual agreement or agree to include it in the next Tentative Agreement.

Agreement:

1. **Pilot Program for Elementary Chorus:** In the spirit of exploring new opportunities for student engagement in music, CUSD will implement a pilot program offering Chorus sections (30 minutes in duration) to 4th and 5th-grade students during the regular school day hours. This pilot will be conducted at the following five (5) elementary school sites: Rosedale Elementary, Hooker Oak Elementary, Sierra View Elementary, McManus Elementary, and Little Chico Creek Elementary.

2. **Current Contract Language:** Both CUSD and CUTA acknowledge the relevance of the following language from the current Collective Bargaining Agreement:

    - **Article 6.16 Unit Members Without Class Rosters:** This section applies to music teachers and affirms the District's discretion in scheduling work days, both teaching and non-teaching.
    - **Article 6.16.1 (a) Prep Time:** The parties recognize the commitment to providing prep time within the work day. Should scheduling within the workday not be feasible, music teachers will collaborate with their immediate supervisor to ensure comparable prep time arrangements, consistent with the intent of the contract.
    - **Article 6.21 Hours on Work Days:** The general expectations for unit member work hours, including on-site time before and after the student day, and the understanding that additional responsibilities are completed within the professional discretion of the teacher under the direction of the District, are acknowledged as applicable to music teachers involved in this pilot.

3. **Collaborative Review and Feedback:** CUSD and CUTA are committed to jointly evaluating the effectiveness and implications of this pilot program to include Chorus during the school day hours. In December 2025, representatives from CUSD and CUTA will gather input and review the pilot, considering the potential benefits and challenges of integrating Chorus sections into the school day; including its impact on student engagement, instructional time, teacher workload, and overall program effectiveness. This review will incorporate feedback gathered from key stakeholders, including:

    - CUTA music teacher members
    - CUTA 4th and 5th-grade classroom teachers
    - Site Administrators

This MOU reflects the mutual commitment of CUSD and CUTA to work collaboratively in exploring innovative approaches to enrich the educational experience for students while respecting the professional responsibilities and working conditions of teachers. Both parties enter into this pilot program with a willingness to learn and adapt based on the outcomes of this initial implementation.

All other provisions of the CBA will stand as is unless mutually agreed to by both parties. This agreement does not set any past practice or precedent.

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

5/30/25
Date

John Shepherd, Assistant Superintendent
Chico Unified School District

5/30/25
Date