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

RE: Consideration of Temporary Unit Members for Open Positions

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.

If an opening exists, *probationary and permanent* unit members requesting a voluntary transfer shall be given first consideration before the position may be opened to non-unit members (external hires). The District shall have discretion to approve or deny any voluntary transfer request by unit members provided, however, that a unit member who requests transfer and whose request is denied shall be provided written confirmation that the request has been considered, denied, and the reasons therefore, before applicants not presently employed by the District are hired.

Like probationary and permanent unit members, any temporary unit members that have been notified in writing that they will not have a position for the following year will have an automatic opportunity, upon written request to the Human Resources Department, to participate in internal interviews for the position they are currently serving in. Each temporary unit member will be provided a date and time by administration for the interview.

Additionally, temporary unit members that have been notified in writing that they will not have a position for the following year, and not selected for the position they are currently serving in, will have an automatic opportunity to participate, upon written request to the Human Resources Department, in external interviews for any position in the District in which they are credentialed and currently serving in. Each temporary unit member will be provided a date and time by either site administration or the CUSD HR office for the interview.

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) — Date: 5/30/25

John Shepherd, Assistant Superintendent, Chico Unified School District — Date: 5/30/25