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

RE: Grievance Process – Adding a Mediation Level

This MOU will become effective immediately upon approval and signature of both CUTA and CUSD. This MOU will expire on June 30, 2026.

The parties agree to add the following Level into the current Grievance Process between current Levels III and IV, resulting in an additional Level, as outlined in Article 14 of the Collective Bargaining Agreement:

14.7 Level IV Mediation

14.7.1 If the grievant is not satisfied with the disposition of the grievance, or if no disposition has occurred pursuant to the provisions of Level III, the grievance shall be referred to grievance mediation.

14.7.2 The grievant shall request that a conciliator/mediator from the California State Mediation/Conciliation Service, or from any other mutually agreed upon recognized dispute resolution center, or shall request that a mutually agreed upon person, be assigned to assist the parties in the resolution of the grievance. If the Association and the District cannot agree on a mediator, either party may choose to skip Level IV and move to Level V.

14.7.3 The function of the mediator shall be to assist the parties to achieve a mutually satisfactory resolution of the grievance. If no resolution can be achieved, the mediator shall issue a considered position for or against the grievance. The mediator shall meet with the grievant and the District for the purpose of resolving the grievance, as soon as possible. If a mediator is not available within ten (10) days, either party may choose to skip Level IV Mediation.

14.7.4 If an agreement is reached, the agreement shall be reduced to writing and shall be signed by the grievant and the District. If the Association is not the grievant, any agreement shall be communicated to the Association.

14.7.5 In the event that the grievant and the District or their designee have not resolved the grievance with the assistance of the conciliator/mediator within ten (10) days from the first meeting held by the conciliator/mediator, the grievant may terminate Level IV.

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

5/7/25

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

Date

4/23/25

John Shepherd, Assistant Superintendent Chico Unified School District

Date