



CENTRAL UNIFIED SCHOOL DISTRICT

5652 W. Gettysburg Avenue

Fresno, CA 93722

Phone: (559) 274-4700

Fax: (559) 271-8200

www.centralunified.org

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Mark E. Marshall, Ed.D.

Central Unified School District

CSEA Negotiations Update – November 6, 2025

On November 6th District Negotiations Team (District) met with representatives from the California School Employees Association (CSEA) to continue discussions as part of the 2024-2025 negotiations cycle. Members of the negotiation team representing the District included Dr. Javan Childs, Eliseo Cuellar, and Evelyn Robles. Members of the CSEA negotiation team included Andrew Montez, Angie Aguirre, Joseph Aguayo, Liz Latham, Gene Salinas, and Dominik Robles.

The discussion began with a review of Instructional Aide and Special Education (SPED) Aide hours. A chart outlining total aides, without distinction by classification, was shared. CSEA raised concerns that reducing instructional aide hours to 3.75 could result in aides being utilized primarily for yard duty.

Regarding TK Aides, CSEA proposed a 5.5-hour day to avoid aides working beyond their assigned time. The District explained that the proposed 5.95-hour schedule was designed to cover the entire instructional block. CSEA stated they could not agree to 5.95 hours and preferred either 5.5 or 6 hours. Both parties recognized the importance of ensuring that principals and teachers remain aware of, and adhere to, assigned aide schedules.

Questions were raised by the CSEA regarding the use of the Learning Recovery Block Grant, noting that expenditures in areas other than aide staffing contributed to the current challenges. The District explained that the grant allowed broad use and had been applied to community and safety initiatives.

The Association requested that the District calculate the cost difference between aide staffing before and after the MOU that increased hours and benefits. The District agreed to compile historical cost information using the 2020 school year as a baseline.

Finally, the District highlighted broader budget concerns—including declining revenue, deficit spending, and flat student enrollment—and shared that it is pursuing an Assigned Personnel Unit (APU) study to evaluate staffing districtwide. The Association requested information about reductions in other bargaining units to ensure that classified employees are not disproportionately affected.

As next steps, the District will prepare a cost comparison of aide staffing before and after the MOU and identify which aide positions were added due to growth versus MOU expansion.

District Administration

Mark E. Marshall, Ed.D. - Superintendent

Javan Childs, Ed.D., Assistant Superintendent - Human Resources & Labor Relations · Amer Iqbal, Assistant Superintendent - Chief Business Officer
Marilyn Lopez, Ed.D., Assistant Superintendent - Student and Family Services · Julia McLennan, Assistant Superintendent - Educational Services

The next scheduled meeting between the District and CSEA is on November 20, 2025.

Sincerely,



Mark E. Marshall, Ed.D.
District Superintendent

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