



CENTRAL UNIFIED SCHOOL DISTRICT

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Mark E. Marshall, Ed.D.

Central Unified School District

CSEA Negotiations Update – November 20, 2025

On November 20th 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, Rosa Romero 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 between the District and CSEA focused on the interpretation and implementation of the post-MOU staffing proposal and its impact on growth positions. The conversation emphasized determining the necessary savings by comparing pre-MOU amounts with post-MOU increases, including costs associated with growth positions. CSEA raised concerns regarding anomaly hours for certain employees and how these should be treated under the MOU, with clarification that the positions of those not participating in the original MOU should retain their original hours. The parties agreed that the MOU should not negatively impact the positions of those who chose not to increase their hours at the time of the agreement.

Concerns were raised about the distribution of hours and positions, particularly in special education, with discussions on how to maintain program integrity while minimizing the number of layoffs or reductions. Specific attention was given to anomaly hours, seniority by classification, and how bumping rights apply within the classifications. It was agreed that any reductions should follow the MOU and that positions impacted by the MOU would be addressed ensuring compliance with statutory requirements.

There was significant discussion regarding contracting out work, specifically for 1:1 aide positions. The District emphasized that union work should not be contracted out unless necessary due to lack of available staff, and short-term positions could be used to meet student needs without violating bargaining unit rights. CSEA desires that contracting out work should cease and the District needs to develop a plan to fill vacancies with district staff rather than contracted vendors. Both parties agreed to continue working together to draft an appropriate MOU rooted in compliance of Ed. Code for special education and other impacted departments, ensuring positions are filled and sustained while minimizing disruption to students.

Recruitment strategies and job fairs were discussed as methods to fill vacancies, with ongoing collaboration between HR, administration, and the bargaining unit to ensure fairness and compliance with agreements and policy.

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

Overall, the parties agreed to continue reviewing the MOU language and ensure all actions align with both the MOU and statutory obligations while maintaining the integrity of programs and services.

The next scheduled meeting regarding aides will be on December 4, 2025.

Sincerely,



Mark E. Marshall, Ed.D.
District Superintendent