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Central Unified School District CSEA Negotiations Update – November 19, 2025

On November 19, the 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 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 first round of negotiations on the sunshine articles began with the District proposing language changes and identifying areas in need of revision. The District presented proposed changes to the bilingual stipend, noting that the current language is vague and allows employees to continue receiving the stipend even when their job duties no longer require bilingual work. The proposed language would allow the District to terminate the stipend when duties change and would remove outdated recertification references. The District also reviewed changes to Article 10 – Leaves, including clarifying that unpaid leaves require Board approval, replacing the term “personal” with “unpaid,” and extending the time frame for requesting unpaid leave from 12 to 30 days. Additional discussions addressed limitations on outside employment and extending monitoring periods for employee attendance concerns from 12 to 24 months.

The District also proposed redacting language referencing health aides, as the position no longer exists within the District, and introduced a proposed apprenticeship pathway for maintenance employees. Additionally, the District shared its compensation handout, which included a 1.5% salary proposal, criteria for retroactive eligibility tied to active employment during the 2024–25 school year, and alignment of degree attainment stipends with those of certificated staff. CSEA will respond to the salary proposal at the next meeting.

CSEA proposed language regarding increases to longevity, travel timelines, meal reimbursements, and allowing employees the option to use personal vehicles. CSEA also presented updates to Article 7, proposing a retirement age of 56 with 20 years of service.

Significant time was spent discussing out-of-class pay to ensure employees receive either a minimum 5% increase or the higher rate of the new range at their current step. Negotiations on the bilingual stipend continued, with differing perspectives on criteria, application processes, job descriptions, and recertification requirements. Both teams acknowledged the need for clear standards. Additional revisions discussed included updates to license and certificate language and the use of gender-neutral pronouns throughout the articles.

Further discussions addressed sign-in practices, time accountability, and the potential transition to an electronic system to improve accuracy and safety without creating inequitable working conditions. Both teams raised concerns about article interpretation by administrators and the need for consistent operational practices across sites and departments. Additional dialogue covered job abandonment language, sick leave patterns, and improvement plan timelines.

The next negotiations meeting is scheduled for December 2, 2025.

Sincerely,



Mark E. Marshall, Ed.D.
District Superintendent