



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 – December 2, 2025

On December 2nd, 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 pertaining to the Sunshine Articles. 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.

Article 10 (Leaves) was reviewed in detail. Both sides agreed to most of the language updates throughout the article, but further discussion is required regarding Personal Necessity (PN) leave, specifically “special family occasions” and aligning classified staff access with certificated staff. The District expressed concerns about absenteeism and defining qualifying events. Agreements were reached on multiple unpaid leave subsections, and short-notice absences were discussed extensively, including sign-in/out expectations, SmartFind implementation, and supervisory concerns. Language relating to due process, automatic termination, and board policy references will be examined further.

Professional Growth (Article 18) was reviewed with productive conversations taking place nearing tentative agreements. A great part of the discussions centered on the bilingual stipend approval process. CSEA raised concerns about expectations for bilingual employees performing duties beyond their job descriptions.

CSEA proposed a pay increase of 4.5% effective 2024/25, retroactive to July 1, 2024, and a one-time payment of \$500 to all bargaining unit members at the date of ratification. CSEA also proposed lowering the retirement age of their member from 58 years, to 57 ½ years of age with 20 years of service. The District informed CSEA that the interim reports will be presented at the board meeting on December 9th, which will show the fiscal reality of the district. Both sides agreed to reconvene on Wednesday, December 10th following the board meeting to negotiate in greater depth about increase of wages.

Sincerely,

Mark E. Marshall, Ed.D.
District Superintendent

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