



CENTRAL UNIFIED SCHOOL DISTRICT

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Mark E. Marshall, Ed.D.

Central Unified School District

CSEA Negotiations Update – December 4, 2025

On December 4th, 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 Memorandum of Understanding (MOU) for staffing of instructional and special education aides. 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 District and CSEA continued discussions focused on the MOU, budget constraints, and proposed impacts to instructional and special education aide positions. CSEA expressed concern that the implementation of the MOU is being conflated with broader budget reductions, creating confusion among members. They emphasized that the original intent of the MOU was to restore growth-position hours, not lay off employees and stated that many members feel their classification is being disproportionately affected. The District reiterated that expiring one-time funds and lack-of-work concerns require restructuring beyond the MOU itself, and that impacts must be bargained accordingly.

Both sides discussed whether the District can afford the full scope of restored hours and how this may affect mandated reserves. CSEA requested to review the entire budget, not just block-grant information, and indicated they cannot move forward without seeing the First Interim Budget presentation scheduled for December 9. They also noted CTA assert that classrooms need more support, not less. The District responded that staffing levels must be aligned to actual program needs. The District explained that positions tied to one-time pandemic-related growth were never intended to be permanent.

Discussion continued regarding seniority, bumping rights, and how pre-MOU positions would be restored. CSEA raised concerns that some long-term employees may be more affected than newer hires, while the District clarified how vacancies and program structure factor into the proposed reductions. Both parties reviewed how instructional aide needs were determined using state requirements and site data. CSEA reiterated that members need clarity, accuracy, and transparency before voting on any agreement.

The District emphasized the urgency of reaching decisions due to timelines associated with lack-of-funds or lack-of-work notices. CSEA indicated they plan to meet with members and return with questions and concerns once the interim budget is reviewed. Additional topics included future

District Administration

Mark E. Marshall, Ed.D. - Superintendent

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Marilyn Lopez, Ed.D., Assistant Superintendent - Student and Family Services · Julia McLennan, Assistant Superintendent - Educational Services*

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staffing needs, SPED aide training, job description updates, and classification-related workload issues.

Sincerely,



Mark E. Marshall, Ed.D.
District Superintendent