



CENTRAL UNIFIED SCHOOL DISTRICT

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Mark E. Marshall, Ed.D.

Central Unified School District

CSEA Negotiations Update – December 10, 2025

On December 10th, 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, Amer Iqbal, 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 negotiations focused on the First Interim Budget, reductions and staffing strategy, seniority and bumping rules, and Sunshine Article proposals. The District opened with a budget overview, presenting two scenarios (1% and 4% increase to salary). Both scenarios place the District below the required state reserve, with significant cost pressures from health benefit increases, deferred maintenance, and staffing obligations. The District explained that long-term structural issues such as opening new schools without proportional enrollment growth, reserve requirement of 5%, 82% of district's budget is allotted to salaries, and major facilities costs are contributing to the deficit. To improve fiscal responsibility the District shared that an APU organizational study is underway to determine staffing needs across all classifications and district office.

The parties then reviewed seniority lists and the MOU related to SPED aide classifications. CSEA expressed concern that employees with later overall hire dates could bump earlier hires due to classification-specific seniority rules. The District clarified that seniority is based on classification and then by hours within classification. Both sides agreed additional parameters may need to be reviewed, and CSEA shared their proposed new layoff language for consideration as an amendment to Article 13.

Following caucus, the teams exchanged counterproposals on the Sunshine Articles. CSEA proposed updates to Pay and Allowances, Out-of-Class pay (ensuring employees are paid at the correct range), a 2.5% bilingual stipend, and adding Summer Assistance Program language. They also proposed adjusting retirement eligibility to age 57.5. The District reiterated its current economic offer of 1.5% for 2024–25, noting willingness to explore a one-time payment but emphasizing the need to preserve ongoing fiscal stability.

A significant portion of discussion focused on the bilingual stipend and out-of-class pay. CSEA emphasized that stipend-eligible employees should not be required to perform translation outside

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

their job duties without appropriate compensation. The District raised concerns about ensuring the language does not inadvertently appear discriminatory or create inequities among roles. Both sides acknowledged ambiguity in current contract language, especially regarding which positions should perform translation, whether duties extend beyond the workday, and the relationship between stipends and FOL responsibilities.

The District and CSEA agreed that additional review and clarification are required related to unpaid leave for student teaching, the savings clause, and how proposed changes align with managerial rights and operational needs.

The next bargaining session is scheduled for Thursday, December 18, 2025.

Sincerely,



Mark E. Marshall, Ed.D.
District Superintendent