



CENTRAL UNIFIED SCHOOL DISTRICT

5652 W. Gettysburg Avenue

Fresno, CA 93722

Phone: (559) 274-4700

Fax: (559) 271-8200

www.centralunified.org

BOARD OF TRUSTEES

Yesenia Z. Carrillo

Naindeep Singh Chann

Natalie Chavez

Nabil Kherfan

Karla Kirk

Joshua Sellers

Jaspreet Sidhu

SUPERINTENDENT

Mark E. Marshall, Ed.D.

Central Unified School District

CUTA Negotiations Update – January 16, 2026

On January 16, 2026, the District Negotiations Team (“District”) met with representatives from the Central Unified Teachers Association (CUTA) to begin negotiations as part of the 2025–2026 negotiations cycle, in compliance with Article 29: Term of Agreement. Members of the negotiation team representing the District included Dr. Javan Childs, Eliseo Cuellar, Chelan Shepherd, Julia McLennan, Patricia McCurley, and Amer Iqbal. Members of the CUTA negotiation team included Laura Bolton, Angie Botelho, Twylite Lawrence, Gregory Pullinger, Andrea Chase, and Krystle Pumarejo.

The articles opened for the 2025–2026 school year are as follows:

- Article 7: Class Size
- Article 8: Teaching Day, Hours, and School Calendar
- Article 13: Transfer and Reassignment
- Article 35: Nurses, School Psychologists, Speech-Language Pathologists, Counselors, Academic Coaches, Teachers on Special Assignment, and Certificated Librarians
- Appendices A–D: Salaries and Stipends

The District presented its proposal first to CUTA and allowed for discourse after each proposed article revision for the purpose of seeking clarity and rationale. The District proposed the following revisions for each article:

Article 7: To ensure that students receive instruction from a certificated teacher, in the event there is a lack of classroom substitute teacher coverage, the District is proposing on a rotational basis teachers may be assigned additional students or cover another teacher’s class period. To reduce the number of days that a student may be without a qualified teacher caused by teacher comp days, the District proposed the removal of comp day offerings. The District also proposed adjusting compensation rates to pre-COVID levels for financial feasibility that will allow the District to direct funds to student programs and site maintenance needs. Compensation for teacher comp pay will be paid out at the end of each semester.

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*

Article 8: Current CBA language restricts flexibility of dedicated PLC (Professional Learning Community) which is designed to increase student achievement and outcomes. To mitigate this impact the District proposed reducing the lunch period from a minimum of 45 minutes to 40 minutes to provide more time for teachers to have for PLC. To increase the safety and supervision of students at the elementary level, the District proposed that teachers provide before-school and recess supervision on an equitable basis. To ensure that student needs are accurately identified and supported, in addition to being in alignment with mandated student and family rights as identified by California Ed. Code for students receiving special education services, the District is proposing teachers attend IEP, 504, and SST meetings.

To increase the safety and supervision of our students at secondary sites, the District is proposing teachers provide supervision before school and during passing period on an equitable rotation among staff. To ensure that student needs are accurately identified and supported, in addition to being in alignment with mandated student and family rights as identified by California Ed. Code for students receiving special education services, the District is proposing teachers attend IEP, 504, and SST meetings.

In consultation with the Association, the District seeks to oversee the annual adoption of the school calendar, in determining student instructional days.

The current CBA language restricts sites from adjusting students schedules allowing them to take advantage of increasing their elective offerings. The District is proposing removing restrictive language.

Once a teacher has voluntarily accepted to have their prep bought out to teach an additional course, current CBA language mandates the Association president review and agree that this agreement between site administration and the teacher be enacted. The District is proposing striking this language that will allow the teacher to freely participate in this process without the Association president authorization.

Article 13: To minimize the impact to students social-emotional and academic achievement, the District is proposing language that will prevent voluntary teacher transfers after the third week of the school year. To better serve student programs, the District is also proposing removing language that mandates involuntary transfers be given their selection of vacancies.

Article 35: To support student needs and in alignment with California Ed. Code and Title V regulations the District is proposing that nurses work with their site administrator to schedule their required lunch prior to the end of the duty day.

To support students and certificated members with inequitable caseloads, the District is proposing language that removes restrictions for the number of sites that may be covered by psychologists, speech-language pathologists, behavior intervention counselors, and school nurses. To increase the safety and supervision of students during non-instructional time, the District is proposing counselors, psychologists, and librarians schedule their duty-free lunch at a time that does not conflict with student lunch.

Appendices: To create a common calendar for professional development that will not interfere with instructional time, the District is proposing language revisions to Appendices A-4, B-1, B-2, and B-3.

To provide and sustain student programs and our district's site facility and maintenance goals, the District is proposing a 1% salary increase to all certificated members; however, due to rising statutory benefit and health care costs, this represents a 1.7% cost to the District.

The District is looking forward to continued negotiation with CUTA with the shared goal of improving student outcomes. CUTA will review the District's proposal and provide a response to the District's proposal at the next meeting, scheduled for January 30, 2026.

Sincerely,



Mark E. Marshall, Ed.D.
District Superintendent

