



CENTRAL UNIFIED SCHOOL DISTRICT

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Mark E. Marshall, Ed.D.

Central Unified School District

CSEA Negotiations Update – December 18, 2025

Dear Central Unified School District Employees,

On December 18, 2025, the District Negotiations Team (District) met with representatives from the California School Employees Association (CSEA) to continue discussions as part of the current negotiations cycle. 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 presented its instructional aide staffing proposal, including a reduction strategy focused on program needs and student outcomes. The District explained that proposed changes aim to create clarity in layoff identification while avoiding complex seniority “bumping” effects that could result from alternative approaches.

The District emphasized that staffing decisions are driven by program requirements, not employee hours, and reiterated that contracting out services is not a preferred option. CSEA expressed concerns regarding part-time positions, workload coverage, recruitment challenges, and potential reliance on third-party staffing agencies. Both parties discussed surveying employees to assess interest in revised positions. The District noted that layoffs remain an option if staffing needs cannot be met.

Third-Party Contracting

CSEA raised concerns about notification, accountability, and transparency when third-party staff are utilized. The District acknowledged procedural gaps and agreed on the need to develop a comprehensive Memorandum of Understanding (MOU) and standard operating procedures consistent with Education Code. The District confirmed that vacancies are tracked, reviewed regularly, and discussed in weekly coordinator meetings.

Both parties agreed that improved communication and notice to CSEA are necessary when third-party services are used.

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

Monitoring and Equipment Issues

CSEA raised concerns regarding cameras and tracking systems on District vehicles and buses, emphasizing the need for bargaining and clear parameters. The District agreed that system implementation should involve labor partners and expressed willingness to negotiate appropriate guidelines and safeguards.

APU Study

The District shared that the APU study is expected to be completed within approximately 30 days once data collection is finalized. The District stated that instructional aide staffing changes are based on current program needs and will not be impacted by the APU study for the 2026–27 school year. CSEA expressed concern about the potential for future staffing changes once the study is completed.

Sunshine Proposals

CSEA proposed:

- A 1.5% increase plus a one-time \$500 payment. Initial request was 2.5% raise with \$500 one-time payment.
- \$500 increase to 25-year longevity
- Changes to out of class pay language
- Retirement age from 58 years old to 57.5 years old.
- Full release time for the CSEA chapter president
- Summer assistance program (State contributes funds for employees who do not receive pay during the summer)

Both parties agreed to continue discussions in upcoming negotiation meetings.

Next Steps

- The District will review the CSEA proposal for the sunshine articles.
- The District will revise the MOU for the aide reduction strategy.
- The parties agreed to meet again on **January 21**.

Sincerely,



Mark E. Marshall, Ed.D.
District Superintendent