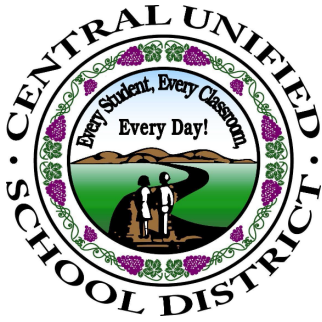




CENTRAL UNIFIED SCHOOL DISTRICT

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 – January 21, 2026

Dear Central Unified School District Employees,

On January 21, 2026, 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.

Sunshine Proposals

The District presented its counteroffer and proposal to CSEA.

Key elements of the District proposal included:

- **Professional Growth Degree Program** aligned with certificated step and column advancement.
- **Maintenance IV Sponsorship Program**, expanding from one to up to five sponsored employees.
- **Residency Program for Special Education Teachers**, in partnership with Fresno County Superintendent of Schools (FCSS), sponsoring up to five instructional aides annually with guaranteed job placement upon completion.
- **Conference Fund**, \$25,000 each year with annual increases tied to salary adjustments and governed by a joint committee with established guidelines for the training and development of classified staff.

CSEA raised questions and concerns regarding release time for the chapter president; clarity of program language for the Special Education Teacher Residency Program; longevity pay; retirement age adjustments; and summer assistance programs. The District stated that, for the 2024–2025 negotiations, it is not in agreement with pursuing full release for the chapter

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

president or making adjustments to longevity pay or retirement age, noting that the current proposal is fair and supports both CSEA members and the District by promoting a well-trained workforce focused on improving student outcomes.

Classified Layoffs and Reorganization

The District presented a draft Memorandum of Understanding (MOU) related to classified layoffs and organizational restructuring, emphasizing the need to meet statutory timelines, including a February Board resolution and the March 15 notification deadline.

The District explained:

- Layoff and reduction decisions are driven by fiscal responsibility, expiration of one-time funds, and program needs.
- Approximately \$20 million in prior block grant funding has expired, with an additional \$5 million reduction requiring cost containment.
- The proposed reorganization is intended to retain as many employees as possible while addressing ongoing fiscal obligations.

CSEA asserted that reductions related to the 2022 MOU and the District's reorganization plan should be addressed separately, citing clarity and seniority concerns for affected employees. The District disagreed, stating the 2022 MOU has expired and negotiations are focused on the effects of funding expiration and reorganization impacts.

Both parties discussed seniority, bumping rights, number of positions affected, fiscal impacts, and the need for clear communication to employees.

Next Steps

- CSEA will review proposals with its leadership and membership.
- Additional information regarding a proposed summer assistance program will be shared by CSEA.
- The parties agreed to continue negotiations and scheduled the next meeting for **February 2, 2026, from 10:00 a.m. to 2:00 p.m.**

Sincerely,



Mark E. Marshall, Ed.D.
District Superintendent