



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 – February 2, 2026

Dear Central Unified School District Employees,

On February 2, 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.

The District and CSEA met to continue negotiations over the expiration of one-time funds tied to the 2022 MOU and the resulting need to reduce ongoing costs before July 1, 2026. The issue is how the District will address the loss of temporary funding that was previously used to increase instructional aide hours and expand staffing following COVID. The District presented two pathways: Option A would restructure the program by reducing hours (for example, moving to a 5.5-hour model aligned to the instructional day) in order to preserve as many jobs as possible; Option B would move forward with straight layoffs. The District stated that if a restructuring agreement is not reached and approved, it will take a resolution to the Board in late February and March and proceed with position eliminations consistent with statutory timelines. CSEA expressed concern that there is not a true “lack of work,” and maintained that the impacts and effects must continue to be bargained in good faith.

The District explained that aide staffing increased significantly under one-time funding beginning in 2022, growing from roughly 99 aides pre-MOU to more than 220 currently, at an annual cost exceeding \$20 million. According to the District, those temporary funds are expiring and cannot sustain the current staffing model. The District emphasized that it intends to continue prioritizing support for SDC and FLS special education classrooms and is primarily looking at reductions in RSP and intervention roles. CSEA raised concerns from members about student safety, classroom support, and whether reductions would negatively impact services. Members previously expressed strong opposition to the restructuring concept in an informal vote, and CSEA indicated it would bring any revised MOU back to the unit for a formal vote.

The parties also discussed several additional items. There was general movement toward agreement on a Conference Fund for classified staff, sponsoring up to five maintenance employees per year to participate in a construction certificate program, with safeguards to minimize operational disruption and clarify that participation beyond the duty day would not

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*

generate overtime. The District expressed willingness to explore implementation of a Summer Assistance Program and requested draft language from CSEA. Regarding release time for the CSEA Chapter President, CSEA proposed full-time release at District expense (estimated at approximately \$92,000 including benefits), while the District indicated it may be willing to explore a more limited release arrangement, such as one day per month.

A significant portion of the discussion focused on contracting out services, particularly the use of Amergis and other third-party vendors to provide support tied to student IEP requirements. CSEA asserted that contracting out bargaining unit work must include notice and bargaining over impacts and effects and sought stronger language in the MOU. The District responded that outside providers have been used for many years, often to ensure immediate compliance with IEP mandates, and expressed willingness to develop a Standard Operating Procedure and/or enter negotiations regarding future third-party contracting, but rejected a blanket prohibition on outsourcing. Both sides acknowledged the need for clearer processes moving forward.

The parties also reviewed seniority procedures, reemployment rights, and potential retirement options for impacted employees. CSEA proposed strengthening 39-month rehire protections and allowing impacted employees an additional opportunity to retire in light of potential reductions. The District indicated openness to clarifying reemployment rights within the same classification.

Further discussion was held over legal timelines and bargaining obligations, particularly regarding whether reductions should proceed under a 60-day notice (lack of funds) or March 15 notice (lack of work/program changes). District representatives stated they are prepared to move forward with Board action if an agreement is not reached, while continuing to bargain effects as required. CSEA maintained that the decision and its impacts remain intertwined and must be fully negotiated before unilateral action.

In summary, negotiations remain ongoing. The District's stated goal is to reduce expenditures tied to expiring one-time funds while preserving as many positions as possible through restructuring, while ensuring adequate classroom support. CSEA's stated goal is to protect bargaining unit work, ensure adequate classroom support, and secure clear protections around layoffs and contracting out.

Sincerely,



Mark E. Marshall, Ed.D.
District Superintendent

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