



## CENTRAL UNIFIED SCHOOL DISTRICT

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Mark E. Marshall, Ed.D.

### Central Unified School District CSEA Negotiations Update – February 18, 2026

Dear Central Unified School District Employees,

On February 18, 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 bargaining session began with a review of CSEA's counterproposal to the District's proposal from February 2, 2026. At the outset, the parties identified the remaining open items. First was release time for the Chapter President. CSEA expressed concern that the District's revised language limited release time and potentially waived statutory rights under EERA. CSEA's intent is to ensure the Chapter President has sufficient time to address member concerns at the lowest level, conduct site visits, and handle issues proactively. The District maintained it is offering two District-paid release days per month but cannot agree to rollover unused days, stating that additional release time creates operational costs and may impact staffing. The District shared that the two days can be scheduled in advance but reiterated it would not allow rollover.

The parties also discussed the 1.5% salary offer. CSEA proposed a 1.75% increase to wages. The District stated it cannot increase the offer without impacting other staffing, emphasizing fiscal constraints and countered the proposal in alignment with what was given to certificated staff and MSC being 1.5%. CSEA countered by proposing a 1.5% increase and a one-time payment to all its members in the amount of \$500. The District informed CSEA a one-time payment is approximately \$400,000 and reiterated the goal of the District is to up the financial reserves to be in compliance with the Board Policy to 5% and currently the reserves are at approximately 3%. The intention of the District is to also fund student programs and other maintenance projects as a priority. The District will review the proposal and provide a response during the next bargaining meeting.

- \$25,000 conference fund to effectively support and develop our classified employees;
- a teacher residency program that will sponsor up to five (5) special education aides in becoming special education teachers up to \$6,000 each;

#### 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

- sponsorship for up to five (5) Maintenance IV workers to participate in a Fresno City College program to obtain journeyman certification which is estimated up to \$2,000 each (tuition and materials);
- and alignment of degree attainment payouts with certificated staff.

The District and CSEA looks forward to coming to a full agreement in the coming bargaining session.

Sincerely,



Mark E. Marshall, Ed.D.  
District Superintendent