



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 CUTA Negotiations Update – April 15, 2026

The District and Central Unified Teachers Association (CUTA) bargaining teams met on April 15, 2026, for their fifth negotiation session, with focused discussions on Articles 7, 8, 13, and 35 of the collective bargaining agreement, as well as salary, compensation, and extra-duty assignments. The District presented its counterproposal to CUTA's proposal from March 20, 2026. Members of the negotiation team representing the District included Dr. Javan Childs, Julia McLennan, Amer Iqbal, Eliseo Cuellar, Patricia McCurley, and Chelan Shepherd. Members of the CUTA negotiations team included Laura Bolton, Angie Botelho, Twylite Lawrence, Gregory Pullinger, Andrea Chase, and Krystle Pumarejo.

The District presented its proposal beginning with Special Education language (Sections 7.11–7.16). Discussions between the parties centered on workload equity, particularly among RSP and SDC teachers, and the need to address staff burnout through improved systems for special education. The District emphasized legal compliance, cultural shifts in implementation, and equitable distribution of responsibilities beyond SPED. Conversation around student overflow (7.12) clarified that the District is not planning for centralized overflow sites, instead prioritizing placement at geographically nearest campuses with facility space, while acknowledging enrollment unpredictability.

Article 8 generated extensive discussion, particularly regarding duty day language, supervision expectations, and the structure of the instructional day. Significant dialogue continued around secondary scheduling, including 6- vs. 7-period days, student access to A-G courses, and the legal implications for SPED and English Learner populations. The District proposed flexibility to allow up to seven periods for students to increase access and address overstaffing in electives, while CUTA maintained that any increase in teaching load must include additional compensation and noted strong member opposition to proposed models.

Professional Learning Communities (PLCs) and prep time (8.8.2) were a central point of discussion, with the District framing PLCs as collaborative time that supports instructional planning and shared workload, while CUTA raised concerns about loss of protected prep time, inconsistent site implementation, and inequities caused by staffing shortages. Both sides acknowledged the importance of collaboration but differed on how to ensure reliability and fairness across sites. Additional discussion addressed supervision expectations during prep (8.8.3), COHS scheduling (8.13), and the distinction between “teacher” and “bargaining unit member” language across articles.

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*

April 15, 2026

Article 13 (Transfers) included discussion on involuntary transfers, seniority, and the District's need for flexibility to ensure appropriate placement based on student needs, program requirements, and staff skillsets. While both sides were closely aligned in principle on fairness and transparency, differences remain regarding the balance between seniority and administrative discretion. Article 35 discussions focused on job classifications, working conditions, and resource allocation for specialized staff such as nurses, counselors, and SLPs. CUTA raised concerns about access to technology, workload, and visibility expectations during student lunch periods, while the District emphasized safety, supervision, and the need for staff presence on campus. Both sides acknowledged ongoing operational challenges, including district-level staffing capacity and resource constraints.

Compensation discussions included the District's proposal of a 1.25% salary increase which is a total compensation of approximately 2.01%, and agreement to conduct a stipend study before adding new stipends. CUTA raised concerns about stipend payment schedules and workload recognition, while the District cited operational limitations in payroll systems. Appendix A-4 discussions highlighted ongoing concerns regarding counselor workdays, scheduling flexibility, and the meaning of "collaboration" versus "approval," with both sides recognizing breakdowns in communication and expressing a shared goal of rebuilding trust at school sites.

The session concluded with the District expressing the desire of reaching a contract that first and foremost promotes and improve student outcomes while also benefitting our labor partners. The next sessions of negotiations will take place on April 23rd and the following on May 8th.

Sincerely,



Mark E. Marshall, Ed.D.
District Superintendent