



CENTRAL UNIFIED SCHOOL DISTRICT

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Mark E. Marshall, Ed.D.

Central Unified School District CUTA Negotiations Update – March 20, 2026

The District and Central Unified Teachers Association (CUTA) bargaining teams met on March 20, 2026, for their fourth 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. CUTA presented its counterproposal to the District's proposal from March 13, 2026. Members of the negotiation team representing the District included Dr. Javan Childs, Julia McLennan, Patricia McCurley, and Chelan Shepherd. Members of the CUTA negotiations team included Laura Bolton, Twylite Lawrence, Gregory Pullinger, Andrea Chase, Maria Ocegueda, and Krystle Pumarejo.

Under **Article 7 (Class Size)** both parties continued to negotiate language related to class size, caseloads, and special education teaching assignments. Discussions included how to address temporary student placements during emergency situations, the structure of rotational coverage when teachers are absent, and ensuring equitable teaching assignments. A significant portion of the conversation focused on special education, including caseload limits, program structure, and the balance between push-in and pull-out services. The District emphasized the importance of legal compliance, appropriate credentialing, and maximizing inclusive practices to ensure students are served in the least restrictive environment while maintaining flexibility to respond to enrollment changes and staffing realities.

Under **Article 8 (Teaching Day, Hours, and School Calendar)**, the teams discussed duty day expectations, preparation time, and supervision responsibilities. The District presented a model designed to preserve required preparation time while ensuring adequate student supervision across campuses during recess, breaks, and passing periods. Both parties reviewed how preparation minutes are calculated, the use of flex time, and the impact of supervision duties on staff workload. Additional discussion focused on extra-duty assignments and stipends, including the structure, expectations, and accountability for work performed beyond the regular duty day. The District raised concerns about inconsistencies in how extra-duty work is assigned and compensated, including situations where stipends and additional hourly compensation may overlap or not fully align with assigned responsibilities. The District emphasized the need for clearer systems to ensure transparency, equity, and fiscal responsibility in all extra-duty and stipend-based work.

In addition, both parties revisited secondary scheduling models, including a potential seven-period day. CUTA shared member feedback reflecting mixed reactions, including interest in models that incorporate reduced class sizes or adjusted teaching loads. The District noted that any schedule change must be carefully evaluated for its impact on student access to courses,

District Administration

Mark E. Marshall, Ed.D. - Superintendent

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extracurricular opportunities, and long-term staffing needs. The District continues to consider both maintaining a six-period day and exploring a seven-period option, with a focus on student outcomes and sustainable staffing.

Relatedly, both parties discussed extra-duty assignments more broadly, including how opportunities are posted, how staff are selected, and the role of seniority and fairness in the process. There was shared interest in improving transparency and access to these opportunities for all staff, while also ensuring that assignments are filled by individuals who can fully meet the expectations of the role.

Under **Article 13 (Transfer & Reassignment)**, the teams made targeted progress on specific provisions related to bargaining unit language and contract clarity. While these agreements represent progress, remaining portions of Article 13 will require further review and negotiating to ensure the language is clear and current.

Under **Article 35 (Nurses, School Psychologists, SLPs, Counselors, Academic Coaches, TOSA, and Certificated Librarians)**, conversations centered on strengthening supports for student services personnel. CUTA proposals included additional supports and stipends tied to workload demands.

Finally, the teams discussed salary and wages, with CUTA proposing a 3.0% increase to base salary. The District reiterated its current proposal of a 1.25% base salary that equates to 2% total compensation when including health and statutory costs.

While progress was made in clarifying proposals and identifying areas of agreement, several items across Articles 7, 8, 13, and 35, as well as compensation and extra-duty assignments, remain under active negotiation. The District will use the input from this session to develop a comprehensive counterproposal that prioritizes student outcomes, supports staff, and ensures long-term fiscal and operational stability. Both parties agreed to continue negotiations on April 15, April 23, and May 8.

Sincerely,



Mark E. Marshall, Ed.D.
District Superintendent