



CENTRAL UNIFIED SCHOOL DISTRICT

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Mark E. Marshall, Ed.D.

Central Unified School District

CUTA Negotiations Update – April 23, 2026

The District and Central Unified Teacher's Association (CUTA) bargaining teams convened for Session #6 on April 23, 2026, at the District Office, engaging in a comprehensive review of CUTA's response to the District's April 15 proposal. Members of the negotiation team representing the District included Dr. Javan Childs, Julia McLennan, Amer Iqbal, Patricia McCurley, and Chelan Shepherd. Members of the CUTA negotiations team included Laura Bolton, Angie Botelho, Twylite Lawrence, Gregory Pullinger, Andrea Chase, Krystle Pumarejo, and Maria Ocegueda.

Discussion of Article 7 was detailed and focused on several operational provisions. The parties reviewed language in the article related to emergency situations and site-level implementation expectations, with clarifying questions raised but no final agreement reached. In 7.6 (facility committee), CUTA proposed a return to status quo and expressed concern that the District's proposed structure, including expanded notification requirements and participation expectations, was overly complex. The District did not agree to return to status quo, maintaining its interest in establishing clearer structures and advance planning expectations, including at minimum a two-week agenda notification timeline.

Additional Article 7 included concerns raised by CUTA about evolving instructional models in special education at the secondary level (e.g., co-teaching and program restructuring), emphasizing the need for equitable workload distribution and clarity regarding roles and responsibilities. The District acknowledged these programmatic shifts but did not commit to contract language changes at this time. CUTA expressed support for language eliminating overflow sites and prioritizing placement at the nearest facility. CUTA reiterated its position opposing TK/Kindergarten combination classes, citing developmental differences and instructional concerns. The District raised operational considerations, including low enrollment scenarios at individual sites, and emphasized the need for flexibility to make case-by-case decisions. No agreement was reached on this provision. Several minor subsections within Article 7 were tentatively agreed upon, but key areas including facility committee structure and class configuration remain open.

In Article 8, the majority of the session focused on supervision expectations, which remains a key issue. The District emphasized the need to ensure adequate student supervision before school and during recess to support campus safety, noting site-specific needs and the importance of adult presence in preventing and de-escalating student incidents. CUTA expressed strong concerns regarding the breadth of the proposed language, the potential erosion of protected prep time, and the cumulative impact on workload, particularly at smaller sites. CUTA also raised

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

concerns about recruitment and retention, indicating that increased duties without additional compensation could negatively affect staffing stability. Both sides discussed historical practices, including prior use of rotational supervision and changes made during and after COVID, but no agreement was reached. The District signaled some openness to narrowing the scope (e.g., focusing on recess rather than before-school supervision), while CUTA reiterated that the proposal, as written, remains too broad.

Additional Article 8 discussions included clarifying expectations around IEP/504/SST meetings extending beyond the duty day, with CUTA proposing language to limit extensions to approximately 30 minutes or require rescheduling. There was also discussion on defining prep time usage, particularly regarding parent meetings, with site-level inconsistencies cited by the District as a concern. Both parties acknowledged the need for clearer, more consistent language to avoid misinterpretation. Other subsections, including duty assignments and advisory/enrichment period flexibility at the secondary level, were reviewed, with some items tentatively agreed upon and others pending further refinement.

In Article 13, the teams discussed voluntary and involuntary transfer processes, focusing on balancing employee choice with the District's responsibility to make appropriate placements. A key point of discussion was whether employees subject to involuntary transfer should be provided access to all vacancies or a curated list aligned to site needs. The District raised concerns about ensuring appropriate fit and avoiding placements that may not serve students or staff effectively, while CUTA emphasized transparency and maintaining employee agency. The parties also discussed distinctions between disciplinary and non-disciplinary transfers and the need for clearer parameters to guide decision-making. Several technical edits and tentative agreements were made within this article, though core procedural questions remain under discussion.

Article 35 discussions centered on specialized certificated service providers, including counselors, nurses, and speech-language pathologists. CUTA raised ongoing concerns about workload, role clarity, and the expansion of responsibilities beyond current job descriptions, particularly related to SSTs, 504 plans, and student support functions. The District acknowledged these concerns but emphasized that formal changes to job responsibilities must occur through established job description processes rather than solely through the collective bargaining agreement. Both sides expressed interest in forming collaborative structures to address these issues more comprehensively through job description revisions after negotiations have concluded. Additional discussion addressed scheduling flexibility, including lunch periods and workday structure, as well as interest from specialized groups in dedicated professional development time.

Compensation was also discussed in Appendix A, with CUTA proposing a 3.0% salary increase for a total compensation of approximately 3.76%, to the District last proposal of 1.25% to salary and a total compensation of 2.01% when inclusive of statutory costs and benefits. The District cited fiscal constraints, including limited enrollment growth, projected deficit spending, and increasing costs associated with staffing, instructional materials, and special education services. CUTA countered with concerns about competitiveness, recruitment, and the need to invest in

attracting and retaining qualified staff. While no agreement was reached, both parties exchanged data and rationale to support their positions.

The session concluded with identification of remaining priority items and confirmation of future bargaining dates. Both teams demonstrated continued engagement and willingness to refine proposals, with several areas nearing tentative agreement pending internal consultation and further discussion. Both parties emphasized a desire to settle negotiations prior to the conclusion of the school year. The parties agreed to meet for further negotiations on May 8th, 15th, 20th, and 29th.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Dr. Marshall', with a large, stylized loop at the end.

Mark E. Marshall, Ed.D.
District Superintendent