



CENTRAL UNIFIED SCHOOL DISTRICT

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Mark E. Marshall, Ed.D.

September 16, 2026

Central Unified School District Negotiations Update - September 10, 2026

Central Unified Teachers Association (CUTA) Negotiations Team Members: Laura Bolton, CUTA President, Angie Botelho, CTA Regional Labor Representative, Twylite Lawrence, Counselor, Gregory Pullinger, Teacher, Andrea Chase, Teacher, and Krystle Pumarejo, School Psychologist.

Central Unified School District (CUSD) Negotiations Team Members: Dr. Calzadillas, Assistant Superintendent Human Resources & Labor Relations, Chelan Shepherd, Director Human Resources, Evelyn Robles, Manager Human Resources/Note Taker, Amer Iqbal, Assistant Superintendent Executive Services, Patricia McCurley, Director Fiscal Services, Adam Hogan, Principal, Kristen Ginger, Principal.

On September 10, 2026 the CUSD Negotiations Team met with the CUTA Negotiations Team to resume negotiations for the 2025-2026 bargaining cycle. The parties last met on June 5, 2026. While significant progress was made relative to Articles 7, 8, 13 and 35 there is still work to do to ensure that the agreements made were captured accurately in the language proposals. In addition, the Negotiations Update from June 5, 2026 did not reflect accurate information related to the latest compensation proposal presented by the District. There were informal conversations at the June 5, 2026 meeting regarding the District's latest compensation offer of a 1.25% on salary schedule compensation increase and a 0.75% one-time, off-schedule payment, but this was not formalized in a written offer on June 5, 2026 or September 10, 2026. Ms. Bolton agreed to meet with Dr. Calzadillas to review the various drafts of language generated during prior negotiations to ensure accuracy.

It was suggested that the parties spend some time discussing/defining the prior proposals and how they align to the feedback received via survey from CUTA members. The District defined its "non-negotiables" as far as outcomes for this bargaining cycle and CUTA did the same. There was discussion related to the ratification process and importance of negotiating a tentative agreement that members would be willing to ratify. CUTA proposed some ideas that could be considered by the District such as an extended lunch period (back to one hour) for unit members and a multi-year agreement that would not require bargaining for the 2026-2027 bargaining cycle. The District requested a caucus in order to discuss the conversation up to this point.

District Administration

Mark E. Marshall, Ed.D. - Superintendent

*Tammie Calzadillas, Ed.D., Assistant Superintendent - Human Resources · Amer Iqbal, Assistant Superintendent - Chief Business Officer
Marilyn Lopez, Ed.D., Assistant Superintendent – Student and Family Services · Julia McLennan, Assistant Superintendent – Educational Services*

CUSD took the extended caucus time to update the draft Memorandum of Understanding (MOU) between the parties in response to agreements made related to Article 8 - Transfer Procedures. A draft proposal was presented by CUSD via email and CUTA responded with concerns related to several items contained in the article. The proposed draft presented to CUTA attempted to address the identified issues, but when it was determined that some items may be missing/added, the parties agreed to meet separately from the larger negotiations meeting to discuss and refine the proposal. The MOU was designed to serve as the framework for piloting the process during the 2026-2027 school year.

The District did not present an offer during this negotiations session, but agreed to contact the CUTA President and CTA Regional Labor Representative to discuss any offers/proposal from the District prior to the next scheduled negotiations session on September 24, 2026.

The parties concluded the day with scheduling additional dates for future negotiations. The parties agreed on the following dates: September 24, September 30 and October 8, 2026.

Sincerely,



Mark E. Marshall, Ed.D.
Superintendent
Central Unified School District