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
Negotiations Update - September 24 and 30, 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 (afternoon session), 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 (morning session), Patricia McCurley, Director Fiscal Services, Adam Hogan, Principal, Kristen Ginger, Principal.

When the parties met on September 10, 2026, it was agreed that it would behoove both parties to review the working document to ensure accuracy. On September 24, 2026 the CUSD Negotiations Team met with the CUTA Negotiations Team to clean up the proposal document in preparation for a Tentative Agreement (TA). The teams added a legend of notations at the top of the first page to indicate where the parties would continue to discuss items that still needed to be addressed.

The parties returned to the table September 30, 2026. CUSD presented its proposal to CUTA. It was apparent that there was not clear communication between the parties in terms of how the negotiations session would be conducted. The proposal CUSD presented contained several highlighted areas that the CUSD team believed needed further negotiation. CUTA did not understand that this would be the format and expressed their frustration. CUSD put forth the disclaimer from the beginning that the proposal was an opportunity to formalize the 1.25% on-going increase in salary compensation and the .75% one-time off schedule payment. The compensation offer was previously discussed verbally with the CUSD's former lead negotiation, but there was never a written formal proposal from CUSD for the stated compensation offer.

During the afternoon session, CUSD reviewed its proposal with CUTA. There was extensive discussion about Article 13, Transfers and Reassignment. Once the parties reviewed the proposal, CUSD asked to caucus to consider their feedback. CUSD was informed that the parties would have to cease negotiations by no later than 3:00 due to prior commitments. With limited time remaining, CUSD stated that they would prefer to take time to thoroughly review the document language carefully, in lieu of rushing something back across the table by the end of the session. When CUSD notified CUTA that they would return to the next negotiations session with a refined proposal, CUSD was informed that the previously scheduled session for October 8,

2026, would need to be rescheduled due to availability of team members. CUTA proposed October 21, 27, 29 and 30th. After polling its team members, CUSD responded favorably to the October 21, 2026 meeting date.

Sincerely,



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