CENTRAL UNIFIED SCHOOL DISTRICT
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SUPERINTENDENT
Mark E. Marshall, Ed.D.

Central Unified School District
Negotiations Update – October 21, 2026

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

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

The parties met on October 21, 2026, at the CTA office to continue with negotiations for the 2025-2026 bargaining cycle. The district began by inquiring about the letter (attached) sent by the District on Monday, October 19, 2026, to the CUTA President and CTA Regional Labor Representative. After confirmation that the letter was shared with the CUTA negotiations team, the District reiterated the key points in the letter focusing specifically on the requirement to sunshine the initial proposal at a Board meeting, allowing for public comment and Board approval. This step was not taken by CUTA prior to their submission of Proposal #13 to the District, which included a compensation proposal of 4.31% for the 2026-2027 bargaining cycle. The District asked that the 2026-2027 proposal be set aside and CUTA submit a proposal that was within the scope of bargaining for the 2025-2026 bargaining cycle. CUTA refused, stating that they had put together a comprehensive proposal at the end of the last negotiations session and that the District could offer a counterproposal.

The District requested a short caucus. Once it was determined that responding to CUTA's Proposal #13 would not show agreement nor validate the proposal that was outside of the scope of bargaining, the District team took the time to go back through the prior proposals and indicate each article, section and subsection that the parties had agreed to in prior negotiation sessions. This was imperative since the agreed upon language was being added to and changed in CUTA's proposal, which was not in alignment with prior agreements. In addition, the District responded to the language changes that were made in Proposal #13 and did not have prior agreement between the parties. The District agreed to language proposed by CUTA in their October 8, 2026 proposal in seven different articles.

When the parties returned following the caucus, the District explained to CUTA what changes were made in their counteroffer, Proposal #14.

CUTA indicated that it was clear to them that the parties were at an impasse. They indicated they would be declaring impasse unless the District wanted to make the declaration. When the District indicated that they would not be filing for impasse, they were asked if they wanted to "jointly" declare impasse, which they declined. The District asked that copies of all letters and filing documents related to the impasse declaration be sent to them.

The Declaration of Impasse by CUTA is a formal step in the bargaining process that allows both parties access to support from a neutral mediator through the Public Employment Relations Board (PERB). Once impasse is certified by PERB, the District is prepared to participate in the mediation process in good faith and remains focused on reaching a resolution.

Sincerely,



Mark E. Marshall, Ed.D.
District Superintendent

See attachment below

CENTRAL UNIFIED SCHOOL DISTRICT
HUMAN RESOURCES DEPARTMENT
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Dr. Tammie Calzadillas, Assistant Superintendent
Rosa Romero, Director-Classified
Chelan Shepherd, Director-Certificated
Evelyn Robles, Manager

TO: Laura Bolton, Central Unified Teachers Association President
Angie Botelho, Regional UniServ Staff, Fresno RRC
FROM: Tammie Calzadillas, Assistant Superintendent Human Resources-Labor Relations
DATE: October 19, 2026
SUBJECT: Concerns Related to Counter Proposal Received October 8, 2026

The counter proposal presented to the District on October 8, 2026, added a 2026-2027 salary proposal for the for the first time during the parties' reopener negotiations for the 2025-2026 school year. The parties started bargaining for the 2025-2026 school year after both sides sunshined proposals at the November 18, 2025, regular board meeting. Neither party presented initial proposals for 2026–2027, and neither party sunshined for the 2026-2027 school year. Neither party presented any proposals during these negotiations for the 2026-2027 school year until CUTA's October 8, 2026, proposal.

Government Code section 3547 requires that all initial proposals within the scope of representation "be presented at a public meeting of the public-school employer and thereafter shall be public records," and that "[m]eeting and negotiating shall not take place on any proposal until a reasonable time has elapsed" to allow the public to become informed and to comment at a public meeting. A salary proposal for 2026–2027 is an initial proposal on a subject that has not yet been opened for negotiation this cycle, and it is not a counterproposal to anything the parties have placed on the table for the current year. PERB has recognized that whether a party must sunshine a proposal, and whether the other party may decline to negotiate it until that occurs, turns on whether the subject is "encompassed by the parties' initial contract proposals"; where it is not, the sunshine obligation is not satisfied by earlier notice. (*Antioch Unified School District* (1985) PERB Dec. No. 581.)

Because the 2026–2027 salary proposal falls outside the subjects the parties sunshined for 2025-2026 negotiations, the District is not in a position to meet and negotiate over it at this time, and doing so without the required public notice would be inconsistent with Government Code section 3547. The District therefore asks that we set the 2026–2027 proposal aside for now. When both parties are prepared to open 2026–2027, the District will sunshine its initial proposals and invite the Association to do the same, and we can begin bargaining that year through the proper process.

District Administration
Mark E. Marshall, Ed.D. - Superintendent
Tammie Calzadillas, 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

The District is prepared to continue meeting and negotiating over 2025–2026 at our October 21, 2026, negotiations session and looks forward to the Association's response to the points raised above.