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IMPORTANT NEGOTIATIONS UPDATE

November 9, 2026

Dear Central Unified Staff,

As promised, I am writing to share an update regarding the ongoing collective bargaining negotiations between the Central Unified School District (CUSD) and the Central Unified Teachers Association (CUTA).

At the conclusion of negotiations on October 21, CUTA formally declared an impasse and submitted a filing with the Public Employment Relations Board (PERB). Under state collective bargaining law for public school districts, declaring an impasse indicates that one or both negotiation teams, in this instance declared by CUTA, believe the remaining differences are significant enough that further direct meetings would not be productive without external support.

PERB has notified CUSD that it is in receipt of CUTA's request and has asked the District to provide supplementary information. If PERB certifies the request, the matter will be referred to the State Mediation and Conciliation Service (SMCS), a division within PERB. SMCS will then assign a neutral, confidential mediator to work directly with both CUSD and CUTA.

Please keep in mind that mediation can continue for as long as the assigned mediator believes productive progress is occurring. If mediation does not resolve the remaining issues, only the mediator has the authority to release the parties into the next required phase of the process: fact-finding.

If PERB does not certify the District and CUTA for impasse, the parties will continue negotiations in efforts to reach agreement on the remaining unresolved issues over which the parties are bargaining.

Since several individuals have asked how the parties reached this point, I encourage you to review the detailed background available on our District website. You can access the Collective Bargaining Updates page directly by clicking this link: https://www.centralunified.org/departments/human-resources/negotiation-news.

In the interim, I will continue to keep you updated as this situation progresses.

Sincerely,



Mark E. Marshall, Ed.D.
Superintendent