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**Central Unified School District**
**CUTA Negotiations Update – February 23, 2026**

On February 23, 2026, the District Negotiations Team ("District") met with representatives from the Central Unified Teachers Association (CUTA) to begin negotiations as part of the 2025–2026 negotiations cycle, in compliance with Article 29: Term of Agreement. Members of the negotiation team representing the District included Dr. Javan Childs, Eliseo Cuellar, Rosa Romero, Julia McLennan, Patricia McCurley, and Amer Iqbal. Members of the CUTA negotiation team included Laura Bolton, Angie Botelho, Twylite Lawrence, Gregory Pullinger, Andrea Chase, Maria Ocegueda, and Krystle Pumarejo.

During the February 23, 2026, bargaining session held at the CTA Office, CUTA presented its initial counterproposal to the District's Proposal #1. CUTA proposed significant revisions across multiple articles of the agreement, with a primary focus on class size and caseload caps (Article 7), duty day and calendar language (Article 8), transfer procedures (Article 13), and expanded provisions for Specialized Certificated Service Providers under a retitled Article 35. Key proposals included moving Appendix E language into Article 7; establishing new class size and caseload caps, particularly for Special Education; adding staffing ratios for nurses and counselors; and creating additional protections and flexibility for Transitional Kindergarten and Central Online Home School (COHS) staff. CUTA also proposed limits on involuntary transfers, additional notice requirements, and collaborative processes for specialized service providers. CUTA rejected the District's proposal requiring that teachers take in students if the teacher of record or a substitute teacher is not in place. CUTA proposed that coverage remain voluntary, but on a rotational basis. When the District questioned what happens if a teacher does not volunteer, CUTA responded that does not happen.

Under Article 8, CUTA proposed adjustments to duty day language, maintained a 45-minute duty-free lunch, rejected additional supervision requirements proposed by the District, and requested increased flexibility for COHS staff schedules. In Article 35, CUTA introduced numerous new provisions defining roles, assignments, professional autonomy, training expectations, release time, conference attendance, and compensation for nurses, counselors, psychologists, mental health counselors, speech-language pathologists, and teacher librarians. Several new stipends were proposed, including lead positions for SLPs, counselors, and psychologists, as well as hard-to-fill bonuses and caseload stipends. Appendix A proposals included a 3.5% salary increase to all schedules, and longevity adjustments.

During closing discussion, CUTA stated the 3.5% salary proposal was aligned with projected COLA and regional comparables, while the District noted the fiscal impact, including that each

1% increase equates to approximately $1.7 million including benefits. The District also raised concerns regarding staffing costs, supervision coverage, and budget pressures in light of regional layoffs. The District asked CUTA to provide the rationale for rejecting recess and break supervision from teachers. CUTA stated the reason that recess and break supervision duties was removed from teachers was to increase the prep time of elementary teachers to more closely match the prep time that secondary teachers receive. The session concluded with the District requesting extended caucus time to fully analyze the counterproposal, and the February 27th negotiations session was postponed allowing adequate preparation for the District's response and counter proposal.

The District will review CUTA's proposal and provide a counterproposal at the next meeting, scheduled for March 13, 2026.

Sincerely,

Mark E. Marshall, Ed.D.
District Superintendent