

**Memorandum of Understanding Between the Oxnard School District and the
Oxnard Educators Association
Pilot Program for Tier 2 Intervention and Enrichment Classes at Comprehensive
Middle Schools -7 Period Day Model**

As a result of the District and Association's commitment to strengthening academic intervention and enrichment opportunities for middle school students, the Oxnard School District ("District") and the Oxnard Educators Association ("Association") agree to implement a pilot program at the three comprehensive middle schools utilizing a seven (7) period day model to provide Tier 2 Intervention and Enrichment classes. The purpose of this pilot program is to provide targeted academic support and enrichment while maintaining reasonable working conditions for bargaining unit members.

Considerations:

- The pilot program shall be implemented at the District's three comprehensive middle schools and shall operate under a seven (7) period instructional day model.
- Under the seven (7) period day model, bargaining unit members shall teach no more than five (5) instructional periods and shall receive two (2) non-teaching preparation periods during the instructional day.
- The two (2) non-teaching preparation periods shall comply with the current contractual language described in "Article XI-section 2 "Preparation Period." In the event that a unit member is required to use both additional periods for the purposes of an IEP, one of the periods shall be compensated at the rate described in Article XI-section 2 "Preparation Period."
- Special education bargaining unit members shall teach no more than five (5) instructional periods and shall receive two (2) non-teaching periods, one preparation and one assessment period during the instructional day. In addition to the daily preparation and assessment periods, special education bargaining unit members shall be given five (5) release days throughout the year for the purpose of completing case management, assessment, etc. An additional day of release time shall be granted for each student on the caseload over 26 (i.e. 27 students on caseload would be granted six (6) release days, 28 students on a caseload would be granted seven (7) release days) or be compensated as indicated in Table A for students beyond twenty-six (26)
- Intervention classes shall have a school-wide target of 20 students and in no case shall exceed 22.
- The District shall provide curriculum, instructional materials, and appropriate professional development and training for bargaining unit members assigned to teach Tier 2 Intervention classes.


- Whenever possible, bargaining unit members shall be assigned no more than three (3) different course preparations.
- Participation in this pilot program shall not establish precedent, nor constitute a past practice, unless mutually agreed upon by the District and the Association.
- The District and the Association agree to meet periodically, upon request of either party, to review the implementation, effectiveness, and impact of the pilot program, and shall meet at least once following the conclusion of the first full year of implementation to conduct a formal review of the pilot program.

Term of Agreement:

This Memorandum of Understanding shall take effect August 1, 2026, and shall remain in effect through June 30, 2028, unless extended or modified by mutual written agreement between the District and the Association.

This Memorandum of Understanding shall not set precedent, nor constitute past practice, and shall sunset on June 30, 2028.

Dated March 12, 2026


[Scott Carroll \(Mar 12, 2026 16:19:08 PDT\)](#)

Dr. Scott Carroll, Assistant Superintendent, HR


[Stacie Thurman \(Mar 12, 2026 15:40:08 PDT\)](#)

Stacie Thurman, OEA President