



## *From the Table...*

# OEA Bargaining Update

## **TENTATIVE AGREEMENT REACHED! OEA LEADERSHIP RECOMMENDS A YES VOTE**

*The Association and the District met on April 17th from 9:00-2:30. Highlights of this session included finalizing the following:*

- **Salary/Benefits-** Tentative agreement reached on salary and benefits for the 2025-2026 school year to include a 1.5% increase, on schedule, retroactive to July 1, 2025. The benefits cap shall be permanently raised to \$16,418 (approximately .5%), TOTAL COMPENSATION approximately 2%.
- **SPED Article XXXII-** Clean up language to codify RSP teacher prep and assessment periods and extra hours pay for teachers who cover IEP work for members on leave. Reduced class size for Special Ed Preschool with an agreement to meet and review caseload/class size at the end of the 2025-2026 school year and review the program moving forward. Reduced class size for SDC Mild to Moderate (K-5). A second TK SDC para was added to the class size table, along with clarifying language on class size for multi-grade special day classes.
- **MOUs Extended for:** Coaching stipends, Field Trip Intersession Supervision, Peer Assistance and Review (PAR), SPED Paraeducator Shortage, and SPED Intersession/Summer Break Assessment Pay.
- **7 Period Model MOU (Comprehensive Middle Schools Only)-** This two-year MOU will pilot additional classes for Tier 2 targeted intervention and enrichment at the comprehensive middle schools. All comprehensive Middle School Teachers will teach five (5) classes and have two (2) non-teaching periods. RSP Teachers may utilize up to 7 release days (or, in some cases, hourly pay) for case management and work completion, depending on caseload numbers. Intervention classes shall be capped at 20, no more than 22 students per period. Conversations continued regarding the 7th-period model, with particular attention to SPED concerns, ELD integration, and curriculum/training for interventions. The District and Association agreed to meet periodically to review implementation of the pilot.
- **ISPs-** The 135-day work schedule restriction on the ISP calendar has been removed.
- **RIF MOU-** To mitigate the impact on teachers affected by the reduction in force, provisions include (but are not limited to) bridging benefits through September 30th, and offering any RIF'd teachers who have not had their RIF rescinded by August 3rd a full-time, benefited position through the ELOP program for the 2026-2027 school year. If the member is brought back for a regular teaching position, that ELOP position will close.
- **Calendar-** Pending board approval for the 2026-2027 school year. Includes an additional teacher preparation day at the beginning of the school year and a "virtual day" to complete state-mandated training.
- **Leaves (OEA)-** clarifying language for pay status on Jury Duty: Includes pay for members who are mandated to appear in a federal grand jury v. voluntary
- **Catastrophic Leave (OSD)-** Added language to account for the event of a natural disaster.
- **Term- Article XXVIII-** Updated Term for the 2026-2027 school year.

*For more information on the details of the agreement, join us at an OEA General Meeting. See below for details:*

**General Meetings:**

**Option 1: Monday, April 27**, at 4:00 PM, on Zoom link:

<https://us02web.zoom.us/j/86207474177?pwd=tNqSMwgHBepzNocbhrO576n8aIHj16.1>

Meeting ID: 862 0747 4177

Passcode: 831884

**Option 2: Wednesday, April 29**, at 4:00 PM, in person, District Office Portable 403

***Contract Ratification will be held via Simply Voting, May 4th-8th.***

*For more information, visit the Bargaining Tab on the OEA Website at [www.oxnardea.org](http://www.oxnardea.org).*

<p><b>OEA Bargaining Team:</b> Andres Garcia, Marshall (Chair); Claudia Andrade, Biliteracy TOSA; Sara Caruso, Rose Ave; Randi Culver, Marshall; Lenissa Garcia, PAR TOSA; Julie Scholbrock, Kamala; Stacie Thurman, OEA President; Wes Davis, CTA Staff</p>
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OSD to OEA Counter

3/24/26

Time: 11:33 am  
12:28 pm

GJA 3/24

**ARTICLE XIX: SALARIES**

Salary Proposal:

For the 2025-26 school year, the certificated salary schedule shall be increased by ~~2%~~, ~~1%~~ **1.5%** on schedule, retroactive to July 1, 2025. ~~Effective July 1, 2026 an additional 0.5% on schedule increase shall be added.~~

**ARTICLE XX: EMPLOYEE BENEFITS**

3. Effective July 1, 2026, the District will make the following monthly contributions toward the payment of premiums for group health insurance programs for eligible bargaining unit employees:

Annual Amount: The district annual contribution shall be ~~\$15,726~~ ~~\$17,286~~. **\$16,418**, ~~\$17,000~~, **\$16,418**

## ARTICLE XXXII: SPECIAL EDUCATION

## 1. Definitions:

- a. "Caseload is the number of students with Individualized Education Programs (IEPs) for whom the special education Bargaining Unit Member acts as a case manager. When accounting for caseload, each student is counted as one (1), regardless of the quantity of services on their IEP, unless otherwise noted in the CBA.
- b. "Co-teaching" is a model in which a general education teacher and a special education teacher regularly instruct, support, and assess students with and without IEPs in a general education setting.
- c. "Specialized Academic Instruction" (SAI) is a specific practice that adapts instruction, content, methodology or delivery to help Students with Disabilities (SWD) access the curriculum.

## 2. Special Education Collaborative:

Both parties agree to a Joint Special Education Collaborative to address and make good faith efforts to resolve district-wide special education issues that are non-bargainable. This committee shall be jointly appointed by the Director of Special Education, or designee, and OEA.

## 3. Co-Teaching Practices:

- a. Every effort shall be made to provide joint planning time for co-teaching partners.
- b. In a co-teaching model, it shall be the shared responsibility of the general education and special education teacher to complete the following: lesson planning, identifying accommodations and modifications for students with and without IEPs, preparation of accommodates accommodations or modifications for students with and without IEPs, delivery of whole group and small group instruction, grading of student work, correspondence with parents, classroom management, and implementation of IEPs and individualized behavior plans.
- c. Both special and general education teachers shall be trained in the co-teaching model before or concurrent with its implementation.

## 4. Caseload Management/Release Time

Special Day Classes (SDC TK-5 and SDC 6-8) shall receive release time. Release time shall be three substitute days per school calendar year, and substitutes shall be scheduled in collaboration with site administrators. The substitute days must be used by the end of the school year. Release time includes but is not limited to, IEP writing, report writing, academic assessments, and progress monitoring.

## 5. General Education Inclusion

- a. Students who are in general education 51% or more of the day with an individual teacher shall be counted towards the overall class size of the teacher of record.
- b. The school administrative team is responsible for creating a schoolwide paraeducator schedule to best support the individual educational needs of students with IEPs.

## 6. Class Size/Caseload Caps

In accordance with California Education Code 56195.8 (c), the maximum caseload for an RSP teacher shall be 28. RSP teachers may choose to accept up to four (4) additional students on their caseload. Duties will be compensated as indicated in **Table A** for students beyond the RSP teacher's caseload of 28.

Special Ed Caseload	
Caseload	Max
RSP	28
RSP Itinerant	24

Special Ed Class Size		
Class Size	Max*	Paras
SAI MM Period (6-8)	16	1
Self-Contained Mild/Mod (TK)	12	3
Self-Contained Mild/Mod (K-5)	16-14	1
Self-Contained Mod/Severe	12	2
Self-Contained Autism	12	3
TLC (ED)	10	3
Special Education Preschool	12** for am class/12** for pm class	Maintain 1:3 ratio

**\*When the classes are comprised of multiple grades, the lower grade class size shall apply.**

**\*\* Prior to the conclusion of the 2025-2026 school year, the district and the association agree to meet and confer regarding caseload, class size, and program for San Miguel in the 2026-2027 school year.**

Table A

Duty	Up to (Maximum Hours)
Prepare Initial IEP <ul style="list-style-type: none"> <li>● Assessment (testing)</li> <li>● Calendaring and Invitations <b>in collaboration with SpEd OA</b></li> <li>● Academic Report</li> <li>● All IEP documents</li> </ul>	12
Prepare Triennial IEP <ul style="list-style-type: none"> <li>● Assessment</li> <li>● Calendaring and Invitations <b>in collaboration with SpEd OA</b></li> <li>● Academic Report</li> <li>● All IEP documents</li> <li>● Progress Report</li> </ul>	12
Prepare Annual IEP <ul style="list-style-type: none"> <li>● Calendaring and Invitations <b>in collaboration with SpEd OA</b></li> <li>● IEP documents</li> <li>● Progress Report</li> </ul>	6
Individual Progress Report (inputting data for SIRAS)	30 minutes each
Data Collection per Progress Report	Actual time spent (prior approval from Director of Special Education or Designee required)
Individual Report Card	30 minutes each
SIRAS Service Logs	Actual time spent
Attend IEP meetings and/or parent conferences for student	Actual time spent
Planning, prep, and collaboration	1 hour per week

7. All M/M Middle School Specialized Academic Instruction Teachers (SAI) shall have a prep period and an assessment period.

8. Acceptance of Extra Duties Related to IEP Coverage

- a. Special education teachers may voluntarily accept additional duties, beyond their assigned caseload, to support the District in providing IEP coverage. Compensation for such extra-duty assignments shall be provided in accordance with Table A. Acceptance of extra duties must be documented in writing This may be done via email. The teacher selected will be based on the discretion of the administrator filling the assignment.

MEMORANDUM OF UNDERSTANDING  
BETWEEN OXNARD SCHOOL DISTRICT (OSD) AND OXNARD EDUCATORS  
ASSOCIATION (OEA)  
Coaching Stipends for After-School Activities

This Agreement was made and entered into this day, **April 17, 2026**, by and between the Oxnard School District ("District") and Oxnard Educators Association ("OEA"). This Memorandum of Understanding (MOU) establishes an agreement between the Oxnard School District (OSD) and the Oxnard Educators Association (OEA) regarding coaching stipends for after-school activities in Transitional Kindergarten through 8th Grade. This MOU aims to recognize the commitment of educators who provide valuable after-school coaching for sports, arts, academic enrichment, and other extracurricular programs, ensuring fair and consistent compensation across the district.

For the **2026-2027 and 2027-2028** School Years:

**Scope:** The provisions outlined in this MOU apply to all bargaining unit members who serve as coaches or facilitators for OSD-approved after-school activities.

**Eligible Programs:** After-school activities that qualify for stipends include, but are not limited to:

- Sports (e.g., basketball, soccer, track and field)

**Monthly Reporting/Attendance:** Coaches are required to submit a monthly activity report to the district detailing the dates, times, and nature of each session conducted. Coaches are required to take attendance for each day of practice/games.

**Payment:** Stipends of \$1,500 per team will be paid at the end of that sport's season, following verification of completed sessions as outlined in the submitted monthly report.

**Adjustments:** Any discrepancies in payment or required adjustments shall be communicated to the district's HR department within 15 days of receipt.

*Stipends and duration include required trainings, practice, and game times, as applicable.*

This MOU shall expire in full without precedent on June 30, 2028, unless extended by mutual written agreement of the Parties.



Stacie Thurman (Apr 26, 2026 10:44:03 PDT)

Stacie Thurman  
Oxnard Educators Association



Scott Carroll (Apr 27, 2026 08:17:29 PDT)

Dr. Scott Carroll  
Oxnard School District

\_\_\_\_\_

Date

\_\_\_\_\_

Date

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
OXNARD SCHOOL DISTRICT  
AND  
THE OXNARD EDUCATORS ASSOCIATION**

This Agreement was made and entered into this day, **April 17, 2026**, by and between Oxnard School District ("District") and Oxnard Educators Association (OEA).

This MOU establishes temporary pay rates for teacher supervision of students on field trips/academic trips during intersession and summer break. The field trips/academic trips described in this MOU are all related to ELOP activities. The Teacher/Supervisor coordinating the field trip may work with the Director of Enrichment and Special Programs and/or designee regarding any additional hours required for the preparation and planning of said fieldtrip. Teachers will receive field trip compensation rates for any duties performed after the scheduled Extended School Year (ESY) or summer school sessions.

Compensation for Participation in Field Trips/Academic Trips:

Field Trips Less than 4 hours: \$200.00/occurrence

Field Trips Greater than 4 hours and less than 8 hours: \$400.00/occurrence

Extended Field Trips (more than 8 hours/not overnight trips): \$600.00/occurrence  
Overnight Field Trips: \$800.00/ day

IT IS THEREFORE NOW, AGREED BY AND BETWEEN THE PARTIES THAT: The provisions of this MOU shall not be modified and/or changed unless mutually agreed. This MOU shall expire in full without precedent setting and shall not form any basis for a past practice on **August 10, 2027** unless extended by mutual written agreement of the Parties.

The undersigned affirms that each party representative is authorized to enter this MOU, and is effective upon full execution below.



Stacie Thurman (Apr 26, 2026 10:44:03 PDT)

Stacie Thurman  
Oxnard Educators Association

\_\_\_\_\_  
Date



Scott Carroll (Apr 27, 2026 08:17:29 PDT)

Dr. Scott Carroll  
Oxnard School District

\_\_\_\_\_  
Date

BETWEEN  
OXNARD SCHOOL DISTRICT  
AND  
THE OXNARD EDUCATORS ASSOCIATION

**Peer Assistance and Review**

This Agreement was made and entered into this day **April 17, 2026**, by and between Oxnard School District (District) and Oxnard Educators Association (OEA).

**Goal:** The Oxnard School District and Oxnard Educators Association strive to provide the highest possible quality of education to the students of Oxnard. In order for students to achieve, teachers must succeed in teaching. The parties believe that all teachers benefit from professional support provided by other classroom teachers. The following adjustments to Article X Peer Assistance and Review shall be as follows.

For the 2026-2027 School Year:

- A probationary or permanent teacher may be referred to the Peer Assistance and Review Program in one of three ways:
  - As a result of being placed in Program Improvement (mandatory participation)
    - Criteria: Formal Observation of a permanent teacher yields a “Needs Improvement” (a score of one) in one or more areas of the California Standards for the Teaching Profession (CSTP)
  - As a result of general performance or progressive discipline (administrative referral)
  - Voluntary participation
- The Participating Teacher has the right to meet with the PAR Committee to discuss the assignment of the Consulting Teacher/TOSA within two weeks of notification.
- **To align with the California Standards for the Teaching Profession (CSTPs), the Participating Teacher shall focus on the following standards unless otherwise determined in mutual agreement of the member, administrator, and Peer Assistance and Review Committee.**
  - **Year 1: CSTPs 2, 4, and 5**
  - **Year 2: CSTPs 1, 3, and 5**
- The role of Consulting Teacher may be fulfilled by existing permanent bargaining unit members serving in the role of Teacher on Special Assignment (TOSA) in the Teaching and Learning Department.

- o The Consulting Teacher and/or TOSA shall be trained to both offer peer assistance and to understand the specific functions of the PAR program.
- o **The terms and conditions for the Consulting Teacher shall align with the terms established in Article XXXI: Specialized Job Classification (Teachers on Special Assignment/Specialists (TOSAs, Instructional Specialists, Assessment Specialists) and Article X: Peer Assistance and Review**

This MOU shall expire in full without precedent on June 30, 2027 unless extended by mutual written agreement of the Parties. Both parties acknowledge upon expiration of this MOU, the provisions included in Article X: Peer Assistance and Review shall prevail.



Stacie Thurman (Apr 26, 2026 10:44:03 PDT)

Stacie Thurman  
President, Oxnard Educators Association

\_\_\_\_\_  
Date



Scott Carroll (Apr 27, 2026 08:17:29 PDT)

Dr. Scott Carroll  
Asst. Superintendent, Human Resources  
Oxnard School District

\_\_\_\_\_  
Date

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
OXNARD SCHOOL DISTRICT  
AND  
THE OXNARD EDUCATORS ASSOCIATION  
Special Ed. Paraeducators**

This Memorandum of Understanding (MOU) was made and entered into on **April 17, 2026**, by and between Oxnard School District (District) and Oxnard Educators Association (OEA).

For the **2026-2027** school years, the District agrees to compensate all Special Education teachers two (2) hours in accordance with the hourly schedule II rate of pay for 5 consecutive work days in which there is not a Paraeducator assigned to the Teacher's classroom.


To receive compensation for not having a Paraeducator assigned/absent to their classrooms, Special Education Teachers will need to submit an extra hours time card, verified by the site administrator. The compensation will be included in the Teacher's regular pay warrant.

This MOU shall expire in full without precedent on June 30, **2027**, unless extended by mutual written agreement of the Parties.

  
\_\_\_\_\_  
Stacie Thurman (Apr 26, 2026 10:44:03 PDT)

Stacie Thurman  
Oxnard Educators Association

\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Scott Carroll (Apr 27, 2026 08:17:29 PDT)

Dr. Scott Carroll  
Oxnard School District

\_\_\_\_\_  
Date

MEMORANDUM OF UNDERSTANDING  
 BETWEEN  
 OXNARD SCHOOL DISTRICT  
 AND  
 THE OXNARD EDUCATORS ASSOCIATION

Special Education Intersession/Summer Assessment

This Agreement was made and entered into this day **April 17, 2026**, by and between Oxnard School District ("District") and Oxnard Educators Association ("OEA").

**For intersession and summer break:** Bargaining unit members who volunteer to conduct special education assessment, outside of their current caseload, during non-contracted work days shall be compensated at 1.5 times the rate of Schedule II pay.

Duty	Max Hours
Prepare Initial IEP A. Administer academic assessment B. Prepare academic assessment report C. C) Prepare all pages of IEP D. Complete all clerical duties related to IEP preparation	12
Prepare Triennial IEP A. Administer academic assessment B. Prepare academic assessment report C. Prepare all pages of IEP D. Complete all clerical duties related to IEP preparation	12
Prepare Annual IEP A. Prepare all pages of IEP B. Complete all clerical duties related to IEP preparation	6
Administer academic assessment and write report	8
Prepare Progress Report	2
Prepare Report Card (if applicable)	2
Attend IEP meetings for student	Actual time spent at IEP meeting

All hours must be pre-approved by the Director of Special Education or designee. This MOU shall expire in full without precedent on June 30, **2027** unless extended by mutual written agreement of the Parties.



Stacie Thurman (Apr 26, 2026 10:44:03 PDT)

Stacie Thurman  
Oxnard Educators Association

\_\_\_\_\_

Date



Scott Carroll (Apr 27, 2026 08:17:29 PDT)

Dr. Scott Carroll  
Oxnard School District

\_\_\_\_\_

Date

**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

TA.

OEA/OSD

Date: 4/17/26

Time: 11:23

ARTICLE XIX:

SALARIES

4. SCHEDULE II

(a) The hourly rate of pay shall be \$50 dollars.

(b) Intervention Services Provider (ISP)

(c) Home /Hospital instruction shall be paid at the schedule II hourly rate when conducted outside of normal school hours. The hourly rate includes all time in which the home/hospital teacher is working directly with the student(s) they are assigned to. For Home/Hospital, there will be at least two hours of paid preparation time for every five (5) hours worked.

1. The ISP Position will be less than twenty (20) hours per week. In the event that an ISP position is twenty (20) hours or more, but less than thirty (30) hours per week, the ISP teacher will receive 50% district-paid health benefits. If the position is thirty (30) hours or more per week, the ISP teacher will receive 100% district paid health benefits.

~~2. The work calendar for the ISP position will not exceed 75% of the school year or 135 days.~~

2. The minimum requirements shall be a valid California Teacher Credential or a valid California Intern Teaching Credential.

3. The ISP teacher shall be a member of the Oxnard Educators Association.

4. The ISP shall be paid the Schedule II rate of pay.

5. ISP teachers shall receive assignments related to intervention from the assigned classroom teacher. ISP teachers shall be supervised and evaluated by the site principal or designated learning director.

6. The ISP teacher position will not be used to reduce, supplant, or replace current bargaining unit member positions. This position may only be used for a) Intervention support; b) intersession, only in the event that openings remain after all interested district teachers have been placed; c) CELDT Testing.

## Memorandum of Understanding

This Memorandum of Understanding ("MOU") is entered into as of this 17th day of April, 2026 by and between the Oxnard School District (the "District") and the Oxnard Educators Association ("OEA").

WHEREAS, the District has given notice to OEA of a proposed reduction in force of OEA members due to the reduction of a particular kind of certificated service.

WHEREAS, the District and OEA have agreed to meet to discuss and negotiate the effects of the PKS Lay-Off, and

WHEREAS, the District and OEA have met to discuss and negotiate the effects of the PKS Lay-Off.

NOW, THEREFORE, it is hereby agreed as follows:

1. All bargaining unit members subject to the PKS Lay-Off shall be eligible to receive health, vision and dental insurance through September 30, 2026. Such bargaining unit members are responsible for the monthly employee contribution through September 30, 2026.
2. Any bargaining unit member whose notice of Reduction in Force is rescinded before site transfers have occurred, shall maintain his/her current position and site transfer rights.
3. The District agrees that unit members subject to the Reduction in Force may utilize Personal Necessity Leave in order to search for employment.
4. During the reappointment period set forth under the applicable provisions of the Education Code (i.e., 24 months for probationary teachers and 39 months for permanent teachers) bargaining unit members who are subject to the PKS Lay-Off shall have priority in temporary and long-term substitute assignments that may become available. Among bargaining unit members who are subject to the PKS Lay-Off, priority shall be determined first based on the teacher's possession of the credential permitting the teacher to take the temporary or long-term substitute assignment or ISP assignment in question and then, as among bargaining unit members possessing the requisite credential, based upon seniority. Bargaining unit members subject to the PKS Lay-Off who wish to be notified of available temporary and/or long-term substitute assignments must leave an active personal email and/or active phone number with the District in order to receive personal notification about available temporary and/or long-term substitute arrangements. The District shall choose from among bargaining unit members subject to the PKS Lay-Off who respond affirmatively to such notice or otherwise submit their names for consideration.
5. Teachers on the RIF list shall be eligible to apply for Summer School positions based on their district seniority.
6. During the reappointment period set forth under the applicable provisions of the Education Code (i.e. 24 months for probationary teachers and 39 months for permanent teachers), upon approval of the Assistant Superintendent of Human Resources or Designee, and upon the request of any bargaining unit member whose employment is terminated in the PKS Lay-Off, the District shall make available to such terminated bargaining unit members any professional development/training opportunities that are provided to active bargaining unit members.
7. The District will process in a timely fashion any claims for unemployment benefits from employees who receive final notices of layoff, or release of temporary assignment, as may be permitted by law. The District will provide instruction for filing claims and contact numbers to affected employees by May 31, 2026. This section shall apply to employees laid off or released

## Memorandum of Understanding

effective June 18, 2026. The parties understand that affected employees may apply for unemployment benefits on June 18, 2026.

8. Any impacted teacher that has not had their RIF rescinded by August 3, 2026 shall be offered:
- A full-time intervention position within the ELOP Program for the 2026/27 school year (or until they are placed into a permanent position)
  - Hours for ELOP Intervention Program: 10:30-6:00 PM on all instructional days
  - Job responsibilities will align to the Oxnard School District's Teacher job description as previously established and include delivering targeted, data-driven intervention as part of ELOP; providing small-group and individualized instruction in standards based intervention; to identify needs, monitor progress, and adjust instruction; and aligning all strategies with core instructional practices.
  - Intervention positions will be assigned to Ed Services but will have an individual site(s) that they are focused on
  - As affected teachers leave intervention positions for permanent assignments, the positions will be closed
  - Impacted teachers that choose to decline this opportunity shall still be subject to other terms of this agreement
  - NOTE: ELOP intervention positions are not intended to be permanent positions, rather short-term positions that allow teachers affected by RIF to remain as full-time teachers with full compensation, health/welfare benefits, and seniority dates within OSD.

Dated April 17, 2026



Stacie Thurman (Apr 26, 2026 10:43:08 PDT)

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Stacie Thurman, OEA President



Scott Carroll (Apr 27, 2026 08:15:07 PDT)

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Dr. Scott Carroll, Assistant Superintendent, HR

# DRAFT Oxnard School District (PENDING BOARD APPROVAL) 2026-2027 School Calendar

July 2026						
Su	M	Tu	W	Th	F	Sa
					3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

July 3 Independence Day Holiday

Wednesdays: Student early release day

January 2027						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

New Year's Day  
1-8 Winter Break  
18 Martin Luther King Jr. Holiday

Wednesdays: Student early release day

August 2026						
Su	M	Tu	W	Th	F	Sa
					1	2
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

August 12 Teacher Training Day (virtual)  
13 Teacher Prep Day (no students)  
14 Staff Development Day (no students)  
17 Staff Development Day (no students)  
18 Teacher Prep Day (no students)  
19 First Day of School

Wednesdays: Student early release day

February 2027						
Su	M	Tu	W	Th	F	Sa
					4	5
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

4-5 Conference Days (Minimum Days for students)  
12 President's Day Holiday  
15 President's Day Holiday

Wednesdays: Student early release day

September 2026						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

September 7 Labor Day Holiday

Wednesdays: Student early release day

March 2027						
Su	M	Tu	W	Th	F	Sa
					4	5
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

22-31 Spring Break

Wednesdays: Student early release day

October 2026						
Su	M	Tu	W	Th	F	Sa
					1	2
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

October 12 Staff Development Day (no students)

Wednesdays: Student early release day

April 2027						
Su	M	Tu	W	Th	F	Sa
					1	2
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

1-2 Spring Break

Wednesdays: Student early release day

November 2026						
Su	M	Tu	W	Th	F	Sa
					4	5
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

November 11 Veterans Day Holiday  
17-20 Conference Days (Minimum Days for students)  
23-27 Thanksgiving Holiday

Wednesdays: Student early release day

May 2027						
Su	M	Tu	W	Th	F	Sa
					1	2
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

31 Memorial Day Holiday

Wednesdays: Student early release day

December 2026						
Su	M	Tu	W	Th	F	Sa
					3	4
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

December 18 Minimum Day for Teachers and Students  
21-31 Winter Break

Wednesdays: Student early release day

June 2027						
Su	M	Tu	W	Th	F	Sa
					3	4
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

17 Last Day of School (Min. Day for teachers & students)  
18 Juneteenth Observed

Wednesdays: Student early release day

Date: \_\_\_\_\_

Time: \_\_\_\_\_

ARTICLE XIII: CALENDAR

1. There will be one hundred eighty-three (183) teacher work/duty days which shall include:

- a. a maximum of one hundred eighty (180) "pupils in session" days,
- b. ~~One~~ **two** pupil-free teacher-directed preparation day ~~days~~ (no meetings),
- c. ~~two~~ **one** pupil-free duty/work days ~~day~~ for staff development and/or site staff meeting,
- d. four pupil minimum days for fall parent/teacher conference,
- e. two pupil minimum days for spring parent/teacher conference,
- f. one teacher/pupil minimum day for Back to School Night,
- g. one teacher/pupil minimum day, the day before the commencement of winter break,
- h. one teacher/pupil minimum day on the last instructional day of the school year, and
- i. one teacher/pupil minimum day for Open House.

2. Staff Development Days

Certificated attendance on staff development and/or site staff meeting days is mandatory for all bargaining unit members. Paid sick leave will be the only paid leave allowed except for reasons stated in subparagraphs (a), (b), and (c) under Personal Necessity; appropriate verification may be required.

All staff development activities for the two pupil-free days (1. c) shall be site-based and shall be developed by each site, with unit member involvement, unless the District determines, at its sole discretion, that it is necessary to use up to one Staff Development Day per year to conduct District-wide professional development. It is understood and agreed that District-wide Professional Development may include Professional Development offered to fewer than all District schools, so long as it is offered on some other broad basis, such as by or across grade levels or subject matter.

To assist the District in implementing District-wide professional development, the District shall establish a Professional Development Committee ("PDC"), comprised of District

administrators, site administrators and unit members. The Association shall appoint the unit members serving on the PDC.

The PDC shall design the staff development activities for District- wide professional development on the topic or topics selected by the District. Such activities will be offered to each applicable school site.

a) Agreement was reached on the calendar for the **2026-2027 and 2027-2028** school years. These calendars are attached to this Agreement and incorporated herein. The parties agree to meet to reach an agreement for the **2028- 2029 and 2029-2030** ~~2026-2027 and 2027-2028~~ school year calendars.

b) ~~For the 2021-2022, 2022-2023, 2023-2024, 2024-2025, and 2025-2026 school years,~~ **For the 2026-2027 and 2027-2028 school years,** the bargaining unit member calendar shall include ~~three (3)~~ **two (2) three (3)** additional non-student, teacher work/duty **professional development** days. **One of the three additional non-student teacher work/duty professional development days will be a virtual training day, intended for teachers to complete mandated trainings. Teachers will not be required to physically report to any site on the virtual training day.**

~~For the 2021-2022, 2022-2023, 2023-2024, 2024-2025, and 2025-2026 school year on,~~ **For the 2026-2027 and 2027-2028 school years,** the only paid leave provisions, with appropriate documentation, that will be available to unit members on the **three** District/Site professional development days, shall be bereavement and jury duty/court appearance.

For an illness absence on **the three** District/Site professional development days, the teacher may be required to provide a physician's verification of illness in order to receive salary payment. Personal necessity leave shall not be available on ~~District~~ **the three** District/Site professional development days, except as outlined in Article XIII, Calendar of the OSD/OEA Collective Bargaining Agreement. Unit members who utilize Personal Necessity Leave for the **three** District/Site professional development days shall communicate in writing to the Assistant Superintendent of Human Resources, or designee, prior to the absence. The Assistant Superintendent of Human Resources shall make the final determination regarding the personal necessity request.

T.A. 11:15am.

OEA/OSD

Date: 12/10/25

Time: 9:22a.m.

## ARTICLE VI LEAVES

### PERSONAL LEAVE

#### Court Appearance Leave/Jury Duty Leave

1. Definition A unit member of the District, other than a litigant in the case, shall be granted court leave with pay to perform trial or inquest jury duty, **mandated grand jury**, or to appear in federal, state, or municipal court, or to appear before a state agency as a subpoenaed witness.

2. Procedure A unit member absent on court leave must show verification of his/her attendance in court or state agency, and the fees paid for jury duty or witness service.

A unit member may retain all money paid to him/her for mileage and expenses, but jury or witness fees paid to him/her by the court must be turned in to the District.

Upon return from court leave, the unit member is responsible for reporting to the District business office and making payment for fees collected. A unit member who appears for jury duty or witness service during regularly scheduled off-duty time may retain fees and other allowances.

3. Voluntary Grand Jury Service Any unit member accepting appointment to a grand jury shall be placed **on** in a leave without pay status for the duration of the appointment.

17

T.A: 11:50 a.m.

## OEA to OSD

Time: 11:16 am Date 12/10/2025

### Article VI: Leaves of Absence

7. If the request is denied, the bargaining unit member making the request shall be notified in writing of the denial. The bargaining unit member may appeal the denial to a review committee consisting of one (1) District representative and two (2) Association representatives. The designated review committee must come to a majority decision and shall keep information regarding the nature of the illness or injury confidential. The decision of the review committee shall be reported in writing to the bargaining unit member within ten (10) duty days. This decision shall be final and not subject to the grievance process of the Agreement.

8. If a unit member cannot access their home due to a natural or manmade disaster and a request for assistance is received by Human Resources, the Catastrophic Leave Committee shall meet within three (3) working days and make a decision whether or not to allow the member to receive up to five (5) days from the Catastrophic Bank. Examples of disaster include, but are not limited to, the following: ~~1) mandatory evacuations;~~ 2) condemning and or destruction of home, ~~due to i.e~~ flooding, fire, landslide, etc. For the purposes of such requests, the unit member does not need to exhaust all other available leave in order to access catastrophic leave if qualified

ARTICLE XXVIII: TERM:

This agreement shall remain in full force and effect up to and including June 30, 2025, and from year-to-year thereafter unless either party submits a request to the other to terminate, modify, or amend the agreement. In ~~2025-2026~~, **2026-2027**, the parties shall reopen negotiations on Article XIX: Salaries, Article XX: Employee Benefits, Article XIII: Calendar, Article XXXII: Special Education, and Article XXVIII: Term of Agreement. In addition, both parties retain the right to reopen negotiations on up to two (2) additional articles of either party's choice for the ~~2025-26~~, **2026-2027** school year. If either party wishes to negotiate changes to this Agreement, it shall submit its request and initial proposal to the other party no later than November 1st of each year.

**MEMORANDUM OF UNDERSTANDING**  
**BETWEEN**  
**OXNARD SCHOOL DISTRICT**  
**AND**  
**THE OXNARD EDUCATORS ASSOCIATION**

This agreement was made and entered into this day December 10, 2025, by and between the Oxnard School District ("District") and Oxnard Educators Association (OEA).


In order to obtain a number of certificated teaching staff (OEA) that are considering retirement/resignation at the end of the 2025-26 school year, and in preparation for staffing for the 2025-26 school year, the District is offering an Early Notification Incentive to permanent |

- 1) Permanent employee must submit an irrevocable letter of retirement/resignation with a final work date no later than 6/30/26
- 2) Employees that submit an irrevocable letter of retirement/resignation by **January 16, 2026**, will receive a **\$4,000.00** incentive or
- 3) Employees that submit an irrevocable letter of retirement/resignation by **January 28, 2026**, will receive a **\$2,500.00** incentive
  - Timelines will be strictly enforced
  - Incentive will be paid out no later than the end of February payroll cycle and all applicable state and federal taxes will be deducted.
  - Resignation/Retirement must be submitted using the OSD resignation form and must be submitted to Allison Cordes, Director of Human Resources


It is therefore now, agreed by and between the parties that:

The provisions of this MOU shall not be modified and/or changed unless mutually agreed. This MOU shall expire in full without precedent setting and shall not form any basis for a past practice on June 30, 2026, unless extended by mutual written agreement of the Parties.

The undersigned affirms that each party representative is authorized to enter this MOU and is effective upon full execution below.

  
\_\_\_\_\_  
Scott Carroll (Dec 11, 2025 16:17:56 PST)

Dr. Scott Carroll  
Assistant Superintendent, HR

  
\_\_\_\_\_  
Stacie Thurman (Dec 11, 2025 16:16:45 PST)

Stacie Thurman  
Oxnard Educators Association

OEA → OSD

12/10/23

7:19 am

T.A. 11:15 a.m.

**Memorandum of Understanding Banking of Minutes  
Between the Oxnard School District and the Oxnard Educators Association**

As a result of temporary additional funding, The Oxnard School District and the Oxnard Educators Association agree to the following PLC/Planning Wednesdays. For the ~~2024-2025~~ and 2025-2026 and 2026- 2027 School Years, the District and the Association agree to bank time for a weekly sixty (60) minute block of student free time at all school sites. This time will be used on collaborative instructional planning focused on grade level standards and outcomes aimed at attaining the attributes and characteristics of the Student Profile. This will be achieved through focus on lesson design, which will include but be limited to differentiation, integration of high leverage instructional strategies, education technology integration in efforts to meet student academic and social/emotional needs.

**Considerations:**

- The purpose of this agreement is to provide protected teacher collaborative planning time.
- Grade level/Department teams will work collaboratively with administration to develop a monthly plan in order to provide structure and coherence at the school site. If changes need to be made, grade level teams/departments will implement changes and notify admin.
- Bargaining unit members may be required to submit a summary of their collaboration upon request.
- TK-8/MS Job Alikes between sites may meet virtually or in person as necessary per the monthly plan. These will be prearranged and scheduled by the Grade/Level Department. The Grade Level/Department will notify their site administrator.
- This time shall not be used for IEP's, COST, or SSTs or independent grading, nor operational tasks (such as classroom setups copies, ...) not associated with the current collaborative planning.
- Non-classroom-based unit members at the site level will work with grade level teams/departments to develop a plan of support and notify administration.
- District level non-classroom based unit members will develop a plan of support for sites with their administrator.
- The Bargaining Unit Member will receive a yearly stipend of \$2,100 off schedule to participate in this innovative program. The payment will be made in two installments distributed in December and June.
- Bargaining unit members will not meet during the following weeks: Conference weeks, Back to School Night/Open House, and the last week of school.
- Bargaining unit members that are on authorized leave shall have their stipend prorated for the days they participated in collaboration Wednesday.

This Memorandum of Understanding shall not set precedent, nor constitute past practice and shall sunset on June 30, ~~2026~~ 2027.

\_\_\_\_\_  
Oxnard Educators Association

\_\_\_\_\_  
Oxnard School District

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date