

**Memorandum of Understanding  
Between The  
Oxnard Union High School District  
And  
Oxnard Federation of Teachers and School Employees  
(Certificated Bargaining Unit)**

This Memorandum of Understanding (MOU) is entered into on this 31st day of August 2017 between the Oxnard Union High School District ("District") and the Oxnard Federation of Teachers and School Employees ("OFTSE") (collectively "the Parties").

**Recitals**

- A. The Parties have a mutual concern about the learning environment at schools in the District that do not have air conditioning;
- b. The purpose of this MOU is to memorialize when the instructional day at non-air conditioned schools may be altered based upon anticipated weather conditions; and
- C. This MOU shall not apply to Condor or Frontier High Schools.

WHEREFORE, THE PARTIES AGREE AS FOLLOWS:

1. Heat Day Mitigation Measures at Comprehensive High Schools

Each OUHSD comprehensive high school has 25 collaboration days. There will be sufficient state mandated minimum number of instructional minutes per year in this manner to permit from 2 to 4 heat days per year at each school covered by this MOU.

2. Declaring Heat Days

Heat days will be declared by the Superintendent when two consecutive days of temperatures (including "Real Feel" or "Feels Like" temperatures, when available) at or above 95 degrees Fahrenheit are forecast for the city in which the school resides. The following forecast weather websites will be used: Weatherbug, Accuweather, Weather.com (Weather Channel), and the National Oceanic and Atmospheric Administration (NOAA). The high and the low forecasts will be removed and the average of the middle two forecasts will be used to declare a heat day. The Superintendent or designee shall declare a heat day by 8:00 p.m. the day before a heat day. The District's automated phone calling system will be used to notify parents/guardians the day before a heat day.

Whether a Heat Day is declared for a particular school will be based on the respective city weather reports. The Parties agree that Rancho Campana High School and Adolfo Camarillo High School may have different heat days than the comprehensive high schools in the Oxnard Plain – Rio Mesa High School, Channel Islands High School, Hueneme High School, Oxnard High School, and Pacifica High School. On the declared heat days, students will be released early in accordance with the minimum day schedule at each school site, but unit members' work day will not be reduced. Each site administrative team will coordinate with the Superintendent's office on athletic/activity schedules.

3. Additional Heat Days

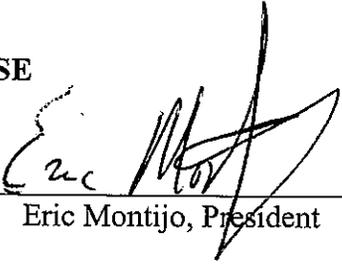
The Superintendent shall have discretion to declare heat days in excess of the number that the annual instructional minutes of a school may provide. For each such additional heat day declared, the instructional minutes necessary in order to satisfy the minimum instructional minutes required by law will be recaptured by reducing the number of minimum and/or shortened days during the remainder of the school year. For example, for a school that because of declared heat days is short 100 annual instructional minutes, one less minimum day/shortened day shall be scheduled during the remainder of the school year.

4. Term of Agreement

This MOU shall be in effect for the 2017-2018 school year. This MOU shall not alter the length of the teacher or counselor work year. Following the 2017-2018, the parties agree to meet and discuss whether to renew or modify this MOU.

**OFTSE**

By: \_\_\_\_\_

  
Eric Montijo, President

**DISTRICT**

By: \_\_\_\_\_

  
Dr. Penelope DeLeon, Superintendent