



Contract Negotiations Update

April 29, 2022

The parties met today to continue working on the Certificated Bargaining Agreement. The District concluded its presentation of our full proposal. We agreed to meet again in negotiations on May 26, 2022 to continue the process.

April 18, 2022

Today the District negotiating team met with OFTSE from 10 am to 2 pm to finish presenting our proposal. We agreed to meet again on April 29, 2022 to continue the process. We feel confident that with the continued work of both negotiating teams, we will be able to produce a viable, fair contract that serves the goals of the District, and the needs of employees.

March 24, 2022

The District Bargaining Team met with OFTSE on March 24, 2022 to negotiate the successor Certificated Bargaining Agreement. It was a productive meeting where we were able to agree in principle on 12 different Articles.

After some clarifying discussions the District finalized our second proposal and submitted it to OFTSE. We agreed to meet again on March 31, 2022 to continue working together to find areas of agreement. The District appreciates all the hard work and effort on both sides that goes into these negotiations.

February 28, 2022

The District and OFTSE met today to exchange full proposals for the Certificated Collective Bargaining Agreement. The District recognizes that a lot of time and effort were expended by both sides in creating their respective proposals. From the District's perspective, there are a lot of components in the current contract that need to be updated and/or revised and improved to insure a fair contract that does not inhibit the District from achieving its core mission of effectively delivering exceptional educational programs to its students.

The District's goal in this process is to promote and secure the preservation and future of Oxnard Union High School District as a viable, locally-governed academic institution that exists to serve children. District resources, energy and effort must be dedicated to the overriding goal of accelerating learning for all students in order to prepare career ready graduates. To this end, our supporting goals and priorities are (1) fiscal health and budget certainty; (2) building educational programs; (3) identifying appropriate revenues available for adjustments to employee

compensation. These goals form the foundation for all changes to the Collective Bargaining Agreement being proposed by the District to OFTSE.

The District believes it is important to clarify that contrary to information shared by OFTSE today, the District did NOT propose pay cuts for District employees.

In furtherance of the negotiations and to avoid future misunderstandings, the District will be conducting a budget workshop with OFTSE representatives in the near future to assist the parties in better understanding the District's financial outlook going forward, and how that relates to the unit share framework and calculations contained in the Collective Bargaining Agreement.

Thereafter, the parties will meet to respond to the respective proposals on March 24, 2022.

February 3, 2022

The District bargaining team met on February 3, 2022 with Federation representatives for a positive and productive negotiations session. Both parties will continue to work on revising and updating language in the Certificated Bargaining Agreement. The District looks forward to continuing the process with our labor partners.

January 26, 2022

At the request of OFTSE our scheduled negotiations meeting of January 27, 2022 will be postponed until the next scheduled meeting calendared for February 3, 2022.

November 18, 2021

The District bargaining team met with OFTSE on Thursday morning, November 18, 2021 for four hours. The District received their written response to the proposal submitted on October 7th. We reviewed and discussed the written response, and also provided revised language for their consideration. We were able to tentatively agree on four items.

We calendared the following future meeting days and times:

Dec 9, 2021 Certificated 9-3pm
Dec 16, 2021 Certificated 10:30-1pm
January 6, 2022 Certificated 9-3pm
January 13, 2022 Certificated 9-3pm
February 3, 2022 Certificated 9-3pm

October 28, 2021

The District bargaining team met with the OFTSE bargaining team on October 28, 2021. No response was received regarding the District's initial proposal. No new proposals were presented by either party.

OFTSE proposed two new dates for bargaining:

November 18, 2021 from 9am to noon
December 9, 2021 from 9am to 3pm

The District agreed to both of the proposed dates and times.

October 7, 2021

The District bargaining team met with the OFTSE team Thursday morning October 7, 2021 to continue negotiating on the bargaining agreements. The District submitted a written proposal on various Articles.

We came to an agreement on Ground Rules, worked together on contract language in several Articles, and developed a tentative agenda for our next meeting.

We also were able to schedule our next negotiations for

October 28, 2021 from 9am to 12pm.

September 16, 2021

The District negotiations team met with OFTSE Thursday morning September 16, 2021 to begin formal negotiations on the 3 expired contracts. In order to provide a framework from which to work together, the District submitted a written proposal to establish ground rules. The District will post updates on negotiations on our website after each negotiation. In our initial meeting we were able to calendar the next meeting on the following date:

October 7, 2021 from 9am to 12pm

June 23, 2021 - OFTSE sunshined proposals without comment.

June 15, 2021 - District requested to work to jointly develop a timeline for negotiations.

June 7, 2021 - Third Demand to Bargain Letter delivered from District to OFTSE

The District did not receive sunshine proposals for the May 12, 2021 or May 26, 2021 regularly scheduled Board of Trustees meetings, nor for the June 9, 2021 regularly scheduled meeting. The next 2021 regularly scheduled Board of Trustees meeting was on June 23, 2021.

May 12, 2021

District Sunshined Proposal for the Certificated Contract Approved 5-0

District Sunshined Proposal for the Classified Contract Approved 5-0

District Sunshined Proposal for the Paraeducator Contract Approved 5-0

No response was received to the April 14, 2021 Demand to Bargain Letter

April 14, 2021 - Second Demand to Bargain Letter delivered from District to OFTSE

The District made a formal request to have OFTSE submit a “sunshine” proposal for each of its three bargaining units to be presented to the public no later than May 2021 at a publicly-noticed meeting of the Board of Education.

March 30, 2021 - First Demand to Bargain Letter delivered from District to OFTSE

No response was received to the March 30, 2021 Demand to Bargain Letter

February 3, 2021 - District Proposes Timeline for Negotiations to OFTSE. Proposed Timeline:

May 2021 Sunshine proposals to the Board re: the Certificated CBA.

June 2021 Negotiate the Classified and PARA contracts

September 2021 Finish negotiations around the Classified contract.

October 2021 Finish negotiations around the Para contract.

March 2022 Have all 3 contracts locked down and signed.

No response was received to the proposed timeline

OUHSD Bargaining Team Prep and Training Sessions:

December 17, 2020

November 19, 2020

October 29, 2020

October 15, 2020