



## Contract Negotiations Update

**September 21, 2022**

The Oxnard Union High School District recognizes the dedication and talent that our professional educators and support personnel bring to our school communities every day in order to engage students in college-ready experiences and career pathway preparation. The District believes that in partnership with the Oxnard Federation of Teachers and School Employees, we can continue to provide every student with a powerful future.

Today the District met in another bargaining session with OFTSE leaders to continue our work on closing the certificated contract.

Below is an overview of what the District shared with OFTSE.

There are a number of considerations that impact the District's ability to stay financially sound, and therefore influence the negotiations process.

1. Under the requirements of AB 1200, when any raise in on-schedule salary is agreed to, the District's budget must be able to afford the raise without putting the District into deficit spending in the current school year as well as the next two school years. AB 1200 is approved by the Ventura County Office of Education, who oversee the finances of all local school districts. As we negotiate the certificated contract, we must do so by planning to afford the on-schedule raise through the 2024-25 year.
2. The District must also be able to afford the same percent increases offered to our Certificated employees, for our Classified, Para-educator, and Campus Supervisor employees.
3. This year, the District experienced a decrease in enrollment (2.3% or 451 Students) for the first time in over a decade, and most consider a possible reduction in income into the District, anticipating that the decline in enrollment may continue into the next two school years. Enrollment decrease has been impacting our K-8 partner districts for the last four years and we are continuing to monitor our enrollment for future school years.

After careful consideration of the previous proposal made by the Federation, the District has offered OFTSE the following proposal which the District anticipates would be approved under AB 1200:

A 4.01% onschedule/ongoing raise

A 5.0% one time bonus from the prior year unit share reserve

### **Additional proposed benefits:**

- Class size reduction - daily maximum contacts and per period contacts (2.13%)
- Class size waiver stipends (.05%)
- A Release period for SPED Department Chairs (.19%)
- Payment for SPED teachers prior to the start of the school year to develop IEPs (.20%)
- Payments to SPED teachers w/out a resource period for hours beyond the first 12 hrs in IEP development (.10%)
- A Bridge to Medicare incentive stipend (.21%)
- Health and Welfare Benefits cost increases (.91%)
- Statutory Benefits cost increases (STRS, PERS, FICA, etc.) (1.62%)
- Step and Column increases (1.43%)
- Stipend step increases (.11%)
- Sabbaticals (.01%)
- Retiree Health Benefits Trust Annual contributions (the cost for retiree health benefits for 22/23 went down by -0.26%)

The District looks forward to the next response from OFTSE

### **September 8, 2022**

The District met in negotiations with the Federation team on Thursday, September 8th. For just over two hours we went through more of the language proposed by OFTSE in Articles 8, 9, and 14. We have scheduled a planning meeting on September 9th to develop the next agenda and bargaining dates.

### **September 1, 2022**

The two parties met in negotiations for 3 1/2 hours. The Federation gave the District their full proposal and we worked through language in various Articles. They walked us through Article 16 and after a caucus we asked for more information from them. We have scheduled another meeting for September 8th from 1pm to 3pm to continue to work through their proposal with them.

### **August 19, 2022**

The District and Federation met today in negotiations to continue to review non-compensation language proposed by the Federation in their August 2, 2022 proposal. The District also received a response to our proposal on compensation from August 9, 2022. While the District's proposal was rejected entirely, we exchanged financial information with OFTSE and agreed to meet again in order to receive a proposal from OFTSE on compensation.

### **August 12, 2022**

This afternoon the bargaining teams met with all members of both sides present. The District submitted a proposal around compensation. The Union committed to respond to the non-

compensation portion of the District's latest proposal. Both parties will meet again on August 19 to continue negotiating.

### **August 2, 2022**

The Federation sent a full proposal via email. The cost for this proposal was discussed informally with Mr. Kadin on August 8, 2022.

The District prepared a counter proposal for the scheduled August 9, 2022 negotiations session.

### **June Updates:**

#### **June 3, 2022**

Further discussion was had concerning proposed changes to several articles. The District shared with OFTSE a cost sheet to their proposal of May 26<sup>th</sup>.

#### **June 10, 2022**

The District offered a budget study session with OFTSE leadership to discuss possible Article 16 proposals going forward.

#### **June 17, 2022**

The District conducted a budget study session with Mr. Kadin, Julie Cole, and Tim Allison. We looked at possible Article 16 proposals.

#### **June 26, 2022**

Another budget study session was held with OFTSE to see if we could get closer to any possible proposals for Article 16 that would be accepted by both parties.

### **May 26, 2022**

The District bargaining team met together today in contract negotiations with OFTSE to continue our shared work in the Certificated Contract. Great progress was made toward an agreement, and the District truly appreciates all the work that was evident in today's meeting.

Both parties agreed to meet again next week on June 3<sup>rd</sup> to go over the proposal delivered by the Federation, and to identify areas of agreement. There is much yet to be done, and both parties are committed to a successful outcome.

### **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 7<sup>th</sup>. 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**