

Oxnard Union High School District

Oxnard, California

REGULAR BOARD MEETING

January 18, 2023

- 1. CALL TO ORDER** The Regular Board Meeting of the Board of Trustees of the Oxnard Union High School District was called to order by President Sher on January 18, 2023 at 5:00 p.m., District Office Board Room, 1800 Solar Drive, Oxnard, California.
- Trustees present:** Karen M. Sher M.Ed., President
Genevieve Flores-Haro, Vice President
Linda Baker Torres, Clerk
Steve Hall, Ed.D., Member
Elizabeth M. Botello, Member-departed at 7:01pm
- Administration present:** Tom McCoy, Ed.D., Superintendent
Deborah Salgado, Ed.D., Assistant Superintendent-Human Resources
Roger Adams, Assistant Superintendent Educational Services
Ted Lawrence, Assistant Superintendent Business Services – absent
Sylvia M. Diaz, Executive Assistant
- Student Representative:** Maya Lopez
- Translator:** Ana Rangel, Ramon Valdivieso
- Guests present:** Dineh Barragan, Dr. Teri Leon, Marianne Ramos, Carrie Wolfe, Lisa Sadowsky, Tim Allison, Jeff Shettler, Reiko Evans, Cameron Salehi, Patsy Thomas, Brittany Villasenor, Monica Phillippe, Ingrid Brennan, Peter Wachtel, Barbara Pickles, Jan Quilantang, Eric Ehlers, John Foster, Rosa Soliz, Jeff Jackson, Deborah Gallagher and Teresa Telles.
- 2. LAND ACKNOWLEDGMENT** Dineh Barragan, OUHSD student, read the land acknowledgement.
- 3. PLEDGE OF ALLEGIANCE** President Sher asked Dr. McCoy to lead the Pledge of Allegiance to the flag.
- 4. ADOPTION OF AGENDA** Motion: Moved by Trustee Hall to adopt the agenda of January 18, 2023, as presented. Seconded by Trustee Botello and carried unanimously with a vote of 5:0.
- 5. APPROVAL OF MINUTES** Motion: Moved by Trustee Botello to approve the minutes of December 14, 2022, as presented. Seconded by Trustee Flores-Haro. Trustee Botello amended her vote to revise page 10, revise #20 to reflect President Sher, Trustee Flores-Haro seconded the amendment and it carried unanimously with a vote of 5:0.
- 6. PUBLIC COMMENTS ON CLOSED SESSION ITEMS** Tim Allison, OFTSE Executive Director, informed Trustees of the results of the recent vote on the contract ratification that took place on January 12, 2023, 99.7% in favor.
- 7. CLOSED SESSION** President Sher announced that the Board was going into Closed Session at 5:07 p.m. to discuss confidential material relating to the following items noted below.
- A.** Public Employee: Discipline/Dismissal/Release/Resignation/Appointment/ Reassignment /Employment - Government Code Section 54957(b)(1)
• Appointment: Director of Wellness & Inclusion
- B.** Conference with Labor Negotiator(s) Government Code Section 54957.6 – Agency Negotiator: Dr. Deborah Salgado, Assistant Superintendent – Human Resources
Employee Organization: Oxnard Federation of Teachers and School Employees (OFTSE) – Classified, Certificated and ParaEducator Bargaining Units
- C.** Conference with Labor Negotiator Pursuant to Government Code section 54957.6
Agency Negotiator: Board President
Unrepresented Employee: Superintendent
- D.** Superintendent’s Evaluation

- E. Student Personnel: [Education Code §35146, 48912, 48919]
- F. Consideration of Confidential Student Issues Other Than Expulsion and Suspension, Pursuant to Education Code §35146
- G. Conference with Legal Counsel - Anticipated Litigation, Pursuant to Government Code § 54956.9 (d)
 - a. Number of cases: Three
- H. Conference with Real Property Negotiator (Govt. Code § 54956.8) PROPERTY: Multiple District-owned parcels, including: (1) District Office Campus 309 and 315 South K Street, Oxnard, CA, APNs 202-0-010-630 & -740
 AGENCY NEGOTIATOR: Dr. Tom McCoy, Superintendent and Dr. Joel Kirschenstein, Consultant Sage Realty Group Inc. NEGOTIATING PARTIES: To be determined
 UNDER NEGOTIATION: Price and terms of payment

8. RECONVENE IN PUBLIC: REPORT ON CLOSED SESSION ACTION

The Board reconvened at 6:46p.m. President Sher reported out that during Closed Session the Board of Trustees of the Oxnard Union High School District approved the appointment of Michelle Ortiguerra to the position of Director Wellness and Inclusion. The motion was made by Trustee Sher and seconded by Trustee Baker Torres and was approved by a vote of 5 to 0.

9. RECOGNITION
 Outstanding Students – CIHS

Dineh Barragan is one of the strongest student leaders at CIHS. She has a 4.26 GPA and is in the top 6% of her class. Dineh is a member of the San Gabriel Band of Mission Indians and a strong advocate for her Native community, recognizing Ventura County as Chumash Land. She is a member of the Key Club (over 400 hours of community service), founder of CIHS's Social Justice Club and assisted in passing a smoke-free beach ordinance and tobacco retail license in Port Hueneme through her work with Future Leaders of America.

Liliana Valdez is an inspiring student and school community leader at CIHS. She is dedicated to her education and has had a substantial impact at CIHS. Liliana is not only a member but also a leader within ASB, FLA, CSF and LULAC Youth. Her reputable work and influence have earned her many opportunities such as a paid internship for the Ventura County District Attorney's Office, a paid visit to Puerto Rico to attend the LULAC National Convention of 2022, and was invited as a special guest speaker at Spectrum's Certificate Presentation event with distinguished city leaders present. Liliana's energetic demeanor, positive attitude and initiation for change inspires many.

Ashley Vargas-Mayo was a member of the CIHS Mock Trial Team as a courtroom artist for three years, during which she won the Ventura County 1st Place Courtroom Artist two years in a row. She is also involved in Academic Decathlon and the Key Club where she has received several accolades for both.

Dashae Williams is a student athlete at CIHS and a leader both on and off the court. He has participated in basketball and football. Being a senior, and first year playing football, he exuded so much leadership that he earned the positions of quarterback and captain of the team. His coaches have described him as a pleasant, hardworking and coachable individual. CIHS is proud and amazed by the knowledge he has gained, the skills he has sharpened, and the work ethic and kindness he has demonstrated both on campus and off.

10. PUBLIC HEARING
 Public Disclosure Pursuant to Government Code section 3547.5 of Major Provisions and Costs of 2022-2025 Tentative Certificated Agreement between Oxnard Union High School District and Oxnard Federation of Teachers and School Employees and Recommendation to Approve 2022-2025 Tentative Certificated Agreement

On November 17, 2022, the Oxnard Union High School District (District) and Oxnard Federation of Teachers and School Employees (OFTSE) reached a Tentative Agreement on the Certificated contract for the 2022-2025 school year and on January 11, and 12, 2023 OFTSE members ratified by a vote of 99.7% Yes and .27% No. The Board and public will receive a summary and costs of the Tentative Certificated Agreement. The public may then comment on the Tentative Certificated Agreement.

President Sher opened the public hearing at 7:03pm. There being no comments or questions from the public, the public hearing closed at 7:03pm.

11. PUBLIC COMMENTS TO ADDRESS THE BOARD OF TRUSTEES

Tim Allison, OFTSE Executive Director, commented about items on the agenda; consent 14S, 15F, 15J and 16A

Jeff Shettler thanked Principal Ramirez and Dr. Garcia for support with Ms. Soto’s students so they could attend the MLK events on Monday, January 16, spoke about the Arts, Music and Instructional Materials Discretionary Block Grant and thanked all that were involved in the contract negotiations.

12. SUPERINTENDENT’S REPORT

Dr. McCoy’s highlights:

- 2022-2023 School Year COVID Information
- Congratulations – C.A.P.E.(CA Distinguished School Award)
- Community Involvement Opportunities
- Public Comment in Board Meetings

13. STUDENT REPRESENTATIVE REPORT TO THE BOARD – Maya Lopez

Maya Lopez provided her report for the time period since the last board meeting on December 14, 2022.

14. CONSENT CALENDAR

Motion: Trustee Hall moved to approve the Consent Calendar, as presented. Seconded by Trustee Sher and carried with a vote of 4:0:1. Trustee Botello departed the meeting early; therefore, she didn’t participate in the vote.

- Many of the cost overruns are due to the expanded scope of the projects and are now paid by the general fund for items C-H which means the Measure A project budget has either been expended or encumbered.
- In-house staff are unable to perform the duties for items C & D due to the scope and timeline in which the moves are required as teachers who are in temporary spaces are moved due to HVAC projects. In the future, whenever possible, in-house staff would be given the opportunity for this work instead of going to outside vendors.

A. Consideration of Approval of Purchase Orders, December 5, 2022 - January 8, 2023

Purchase Orders totaling \$3,715,415.47 be approved, as presented.

B. Consideration of Approval of Donations, December 7, 2022 – January 9, 2023

It is the recommendation of District Administration that the Board of Trustees accept the donations report for the period of Donations December 7, 2022 - January 9, 2023, as presented.

C. Consideration of Approval of Contract to Crown Worldwide for Final Stages of Moving & Storage to Relocate Staff and District Materials as Required at RMHS for HVAC Project

It is the recommendation of District Administration that the Board of Trustees approve a contract for the value as noted to Crown Worldwide Moving & Storage Armstrong Relocation & Companies, as presented.

D. Consideration of Approval of Contract to Crown Worldwide for Final Stages of Moving & Storage to Relocate Staff and District Materials as Required at HHS for HVAC Project

It is the recommendation of District Administration that the Board of Trustees approve a contract for the value as noted to Crown Worldwide Moving & Storage Armstrong Relocation & Companies, as presented.

E. Consideration of Approval of VenTERRA Environmental, Inc. (VTE) Proposal for Demolition of White Boards, Damaged and Non-Compliant ADA Cabinets in Buildings B & D at RMHS

It is the recommendation of District Administration that the Board of Trustees approve a purchase order for the value as noted to VenTERRA Environmental, Inc., as presented.

- F. Consideration of Approval of Contract to AP Construction Group for Work Associated with ACHS Field House Design Change to Address New Conditions
It is the recommendation of District Administration that the Board of Trustees approve a contract value as noted to AP Construction Group, as presented.
- G. Consideration of Approval of Contract Ardalan Construction Company for Added Services Associated with OHS Due to Design Change to Address Unforeseen Conditions
It is the recommendation of District Administration that the Board of Trustees approve a contract value as noted to Ardalan Construction Co., as presented.
- H. Consideration of Approval of Contract AP Construction Group for Added Services Associated with HHS Due to Design Change to Address Unforeseen Condition
It is the recommendation of District Administration that the Board of Trustees approve a contract value as noted to AP Construction Group, as presented.
- I. Consideration of Approval of CTE Welding Equipment Purchase for CIHS Welding Program, Utilizing Airgas E&I Piggyback Master Agreement #CNR01362 - CTEIG and K-12 Strong Workforce Grant
It is the recommendation of District Administration that the Board of Trustees approve the CTE welding equipment purchase for the Channel Islands High School welding program, utilizing Airgas E&I Piggyback Master Agreement #CNR01362, as presented.
- J. Consideration of Approval of Contract to MM Mechanical to Mechanically and Chemically Clean Water Strainers, Flush and Clean the OUHSD Boiler System
It is the recommendation of District Administration that the Board of Trustees approve award of contract to MM Mechanical, as presented.
- K. Consideration of Approval of Contract to AP Construction Group for Work Associated with PHS HVAC Project for Unforeseen, Design Change to Address New Conditions
It is the recommendation of District Administration that the Board of Trustees approve a contract value as noted to AP Construction Group, as presented.
- L. Consideration of Approval of Contract Value Adjustment to Bernards Bros, Inc. for the Extended Staff for DSHS and Five of the HVAC High School Projects Due to Existing and Changing Conditions - General Fund//DSHS Start-up Fund
It is the recommendation of District Administration that the Board of Trustees approve a contract value adjustment as noted to Bernards Bros, Inc., as presented.
- M. Consideration of Approval for Clever Identity Management (IdM) and Multi Factor/Two Factor Authentication (MFA/2FA) Subscriptions for Network Security
It is the recommendation of District Administration that the Board of Trustees approve Clever Identity Management (IdM) and Multi Factor/Two Factor Authentication (MFA/2FA) Subscriptions for Network Security, as presented.
- N. Consideration of Approval of Agreement Between Six Flags Magic Mountain LLC and HHS for Grad Nite 2023
It is the recommendation of District Administration that the Board of Trustees approve Agreement Between Six Flags Magic Mountain LLC and HHS for Grad Nite 2023, as presented.
- O. Consideration of Approval of Agreement Between Palazzio Events, Inc. and HHS for HHS Prom 2023
It is the recommendation of District Administration that the Board of Trustees approve the Agreement Between Palazzio Events, Inc. and HHS for HHS Prom 2023, as presented.

- P. Consideration of Approval of Quarterly Report on Williams Uniform Complaints for 2nd Quarter
It is the recommendation of District Administration that the Board of Trustees approve the Quarterly Report on Williams Uniform Complaints for 2nd Quarter, as presented.
- Q. Consideration of Approval of the EL Achieve Proposal for the Implementation of the Constructing Meaning Program
It is the recommendation of District Administration that the Board of Trustees approve the EL Achieve Proposal for the Implementation of the Constructing Meaning Program, as presented.
- R. Consideration of Approval of Memorandum of Understanding Between Big Picture Learning and Oxnard Union High School District/Oxnard Adult School
It is the recommendation of District Administration that the Board of Trustees approve Memorandum of Understanding between Big Picture Learning and Oxnard Union High School District/Oxnard Adult School, as presented.
- S. Consideration of Approval of Adult Education New Course Approval (A-22) Including a New Course in Building and Grounds Worker
It is the recommendation of District Administration that the Board of Trustees approve the Adult Education New Course Approval (A-22) Including a New Course in Building and Grounds Worker, as presented.
- T. Consideration of Approval of Agreement Between Oxnard Union High School District and Legal and Secretarial Services of Ventura County Workability Program for 2022-2023 School Year
It is the recommendation of District Administration that the Board of Trustees approve the Agreement Between Oxnard Union High School District and Legal and Secretarial Services of Ventura County Workability Program for 2022-2023 School Year, as presented.
- U. Consideration of Approval of Stipulated Student Expulsions by Agreement of the Student Services Administration, the Student, and the Student's Parent/Guardian, as per Board Policy 5144, Section 22
It is the recommendation of District Administration that the Board of Trustees approve Stipulated Student Expulsions by Agreement of the Student Services Administration, the Student, and the Student's Parent/Guardian, as per Board Policy 5144, Section 22, as presented.
- V. Consideration of Approval of Personnel Items
It is the recommendation of District Administration that the Board of Trustees approve the personnel items, as presented.
- W. Consideration of Adoption of New Job Description: Adult School Professional Expert [Second Reading]
It is the recommendation of district administration that the new job description: Adult School Professional Expert [Second Reading] be adopted by the Board of Trustees, as presented.
- X. Consideration of Adoption of New Job Description: Clerical Assistant III - Adult School [First Reading]
It is the recommendation of district administration that the new job description: Clerical Assistant III - Adult School [First Reading] be adopted by the Board of Trustees, as presented.
- Y. Consideration of Approval of Revisions to Board Policy 4030: Non Discrimination in Employment [First Reading]
It is the recommendation of District Administration that the Board of Trustees approve the revisions to Board Policy 4030: Non Discrimination in Employment [First Reading], as presented.
- Z. Consideration of Adoption of Board Policy 3511.1: Integrated Waste Management [Second Reading]
It is the recommendation of District Administration that the Board of Trustees adopt Board Policy 3511.1: Integrated Waste Management [Second Reading], as presented.

15. ACTION ITEMS

A. Consideration of Approval of the 2022-2025 Tentative Certificated Bargaining Unit Agreement between Oxnard Union High School District and Oxnard Federation of Teachers and School Employees

Approved

Motion: Trustee Baker Torres moved to approve the 2022-2025 Tentative Certificated Bargaining Unit Agreement between Oxnard Union High School District and Oxnard Federation of Teachers and School Employees, as presented. Seconded by Trustee Flores-Haro and carried with a vote of 4:0:1. Trustee Botello departed the meeting early; therefore, she didn't participate in the vote.

Dr. McCoy affirmed there is no indication the pay increases, included in action items A-D, would cause any future layoffs, programmatic reductions or decreases to any balance. He added we had an ABI200, multi-year projection, approved. Trustees were happy to provide an employee compensation increase, and be able to remain competitive to attract and retain the best and brightest to serve OUHSD students.

B. Consideration of Adoption of Resolution 23-01 for an On-Schedule Payment of 11.25% and One Time Payment of 2.75% per Certificated CBA Article 16.1.1. for All Represented Employees, on or after July 1, 2022

Approved

Motion: Trustee Hall moved to adopt Resolution 23-01 for an On-Schedule Payment of 11.25% and One Time Payment of 2.75% per Certificated CBA Article 16.1.1. for All Represented Employees, on or after July 1, 2022, as presented. Seconded by Trustee Baker Torres and carried with a vote of 4:0:1. Trustee Botello departed the meeting early; therefore, she didn't participate in the vote.

C. Consideration of Adoption of Resolution 23-02, Authority for the Board of Trustees to Retroactively Provide an On-Schedule Payment of 9% and One Time Payment of 2.75% to Classified, ParaEducators, Confidential, Supervisory, Campus Supervisors (CSEA) and Management Employees, with the Exception of the Superintendent, on or after July 1, 2022

Approved

Motion: Trustee Baker Torres moved to adopt Resolution 23-02, Authority for the Board of Trustees to Retroactively Provide an On-Schedule Payment of 9% and One Time Payment of 2.75% to Classified, ParaEducators, Confidential, Supervisory, Campus Supervisors (CSEA) and Management Employees, with the Exception of the Superintendent, on or after July 1, 2022, as presented. Seconded by Trustee Flores-Haro and carried with a vote of 4:0:1. Trustee Botello departed the meeting early; therefore, she didn't participate in the vote.

- The additional 2.25% increase in the certificated agreement reflects two additional work days for preview days, prior to the start of school, to provide them onboarding activities. Professional Development would be provided as well.
- The district has an interest in making other employee groups whole in regard to the 2.25%.

D. Consideration of Approval of an Amendment to the Superintendent's Contract to Include an On-Schedule Payment of 9% and a One Time Payment of 2.75%, Similar to all Employees

Approved

Motion: Trustee Hall moved to approve the amendment to the Superintendent's contract to include an on-schedule payment of 9% and a one-time payment of 2.75%, similar to all employees, as presented. Seconded by Trustee Sher and carried with a roll vote of 4:0:1. Trustee Botello departed the meeting early; therefore, she didn't participate in the vote.

- Trustee Baker Torres asked that consideration be made to close the gap in pay from the lowest paid employee to the highest paid employee when classified negotiations begin.

E. Consideration of Acceptance of Oxnard Union High School District's 2021-2022 Annual Financial Report (Audit), As Prepared by EideBailly, LLP

Approved

Motion: Trustee Hall moved to accept the Oxnard Union High School District's 2021-2022 Annual Financial Report (Audit), as prepared by Eide Bailly, LLP. Seconded by Trustee Flores-Haro and carried with a vote of 4:0:1. Trustee Botello departed the meeting early; therefore, she didn't participate in the vote.

Natalie, Auditor, clarified the \$215,000 noted in the auditor's letter had to do with a letter prepared by the County Treasury not received by the district prior to the fiscal year closing on June 30, 2022; this is not an audit finding.

F. Consideration of Approval of Allowable Expenditures Utilizing the Arts, Music, and Instructional Materials Discretionary Block Grant

Approved

Motion: Trustee Hall moved to approve the allowable expenditures utilizing the Arts, Music, and Instructional Materials Discretionary Block Grant, as presented. Seconded by Trustee Flores-Haro and carried with a vote of 4:0:1. Trustee Botello departed the meeting early; therefore, she didn't participate in the vote.

- The budget for the Arts and Music Programs is proposed; therefore, in keeping with the current budget the allocated amount would be \$1,500,000.

- This block grant would allow funding of \$1,000,000 each year for Arts and Music with Proposition 28 to support additional staffing. Dr. McCoy added the district would only be accountable to match those dollars that are spent this fiscal year. Sites have been asked to budget over two years but to give three years' worth of needs.
- Dr. McCoy estimated next years' match to be between \$750,000-\$1,000,000 but this depends on how fast purchase orders can be processed and items booked into the budget.
- Dr. McCoy clarified for Trustees and the public that should the Governor's proposed budget cut be enacted; the district would replace the \$405,000 lost with LCAP and future Proposition 28 funding. Art and Music departments would not be asked to cut their list back.
- RMHS band uniforms were not requested to be replaced by the site at this time but if they do request replacement, it would come from a different funding source.
- Covid funding can't be used directly for DSHS but the funding would assist in creating general fund savings that can be used towards the DSHS project. Dr. McCoy added that more information would come to Trustees on how the district is going to acquire the funding gap when we approach the Second Interim with information on the current year and the following year.

G. Consideration of Approval of Contract with Frontline Education for Frontline Central

Approved

Motion: Trustee Baker Torres moved to approve the contract with Frontline Education for Frontline Central, as presented. Seconded by Trustee Hall and carried with a vote of 4:0:1. Trustee Botello departed the meeting early; therefore, she didn't participate in the vote.

- Covid funding would be used to pay for this contract.

H. Consideration of Adoption of Student Teaching Agreement Between San Jose State University and Oxnard Union High School District

Approved

Motion: Trustee Sher moved to adopt the student teacher agreement between San Jose State University and Oxnard Union High School District, as presented. Seconded by Trustee Baker Torres and carried with a vote of 4:0:1 as Trustee Botello departed the meeting early; therefore, she didn't participate in the vote..

I. Consideration of Approval of Teacher Leave Reimbursement to Oxnard Elementary School District for Trustee Karen Sher to Attend 2023 California Teachers of the Year Gala and CSBA & ACSA 2023 Coast2Coast Federal Advocacy Trip to Washington D.C.

Approved

Motion: Trustee Baker Torres moved to approve the Teacher Leave Reimbursement to Oxnard Elementary School District for Trustee Karen Sher to Attend 2023 California Teachers of the Year Gala and CSBA & ACSA 2023 Coast2Coast Federal Advocacy Trip to Washington D.C., as presented. Seconded by Trustee Flores-Haro and carried with a vote of 3:0:2 as Trustee Sher did not participate in the vote and Trustee Botello departed the meeting early; therefore, she didn't participate in the vote..

J. Consideration of Adoption of Resolution 23-02, Teach the Truth

Approved

Motion: Trustee Flores-Haro moved to adopt Resolution 23-02, Teach the Truth, as presented. Seconded by Trustee Baker Torres and carried with a vote of 3:1:1. Trustee Hall voted no and Trustee Botello departed the meeting early; therefore, she didn't participate in the vote.

Student Representative to the Board Advisory vote: Aye

- This resolution was developed by the National Education Association and is being passed by school districts across the country.
- Critical Race Theory is a graduate level class and is not taught in Public schools so it's not part of this resolution.
- Trustee Sher brought the resolution forward out of respect for educators, OUHSD students and families to ensure the district stands by not only students and families but educators and staff that teach OUHSD students. She feels this resolution protects and uplifts teachers.
- Trustee Hall felt if the resolution passed, it would give the perception that OUHSD wasn't already doing the work noted in the resolution.

- Trustee Sher stated that a lot of the work done now as Board of Trustees is also done for future Trustees.
- Trustee Flores-Haro feels this resolution is a reminder to all of where we stand as a district.
- Student Trustee Lopez agreed the resolution is a reminder that she is protected and future students are as well.
- Trustee Hall opposed the resolution and stated he was concerned about item four on page two, "In partnership with educators, students, and the community, review the District's current curriculum in order to ensure it reflects a true history of this nation and the world we live in, and works to dismantle systemic racism and racial inequity in our schools." He is for teaching history to dismantle racism and racial inequity in our schools but he is concerned about directing the district's management team to have a partnership with educators, students, and the community as he felt this would impact the membership of the district curriculum committee and be directing the committee to review all curriculum as history exists in every class. He questioned if parents would now be part of the curriculum committee along with community members and students as this is where curriculum review takes place. He also stated he has a philosophical difference on using a resolution versus Board Policy (BP) because the BP is substantive and actionable. Trustee Hall also referred to the second number four on page two where it mentions "diverse workforce" which is one of OUHSD's Board Goals and the OUHSD team has already been directed to do this. In addition to his two objections, he felt that passing a resolution to say the law would be followed is unnecessary since we follow the law.

16. STAFF REPORT AND BOARD DISCUSSION

A. Fiscal Services Reclassification

The mission of the Fiscal Department is to ensure fiscal solvency to provide the best possible education experience for students and provide the best possible work environment for all district employees. Fiscal Services is proposing a realignment that would allow the district's vision and mission to provide all students the best education experience and better customer service to staff, vendors and the public.

- Dr. McCoy stated an OUHSD employee can request to have their position reviewed by Human Resources or their supervisor. This would also be discussed in consultation with OFTSE. There are also scope of work issues as the budget has continued to grow tremendously.
- If an employee feels they've worked out of their classification or their supervisor feels they've asked an employee to work out of classification, they can contact Karen Boyd, Director Human Resources, or Dr. Deborah Salgado, Assistant Superintendent, for assistance.
- Trustees asked to have a Board Policy or Administrative Procedure on reclassifications, if this item comes back to Trustees for action. Include what the procedure is to ask for review of a position, what the procedure is to start a review of a position, consider to have positions reviewed every five or ten years, what is the criteria to approve it or not and the procedure for appointment into a reclassified position automatically or would an interview have to take place. Dr. McCoy affirmed an administrative procedure can be done to codify this.
- Trustee Flores-Haro requested consideration be made for the position of a payroll lead.
- Ms. Thomas stated the position control has nothing to do with leading payroll. The senior accountant is the payroll lead and handles any payroll concerns, if needed.
- This report dealt with reclassification of two employee classifications and it's not a reorganization because there is no change to the supervision of the department. There is a new position that would come back to Trustees for consideration after due diligence has been done.
- New job descriptions would be taken to consultation with OFTSE leadership to request their input. Once OFTSE has offered their input then the job description comes to Trustees for consideration.

B. CTE Pathways

The OUHSD Board Goal 1 – Instruction states: “Every Student is College Ready, Career Prepared and receives support to meet High School graduation requirements”. This includes creating learning environments that promote communication, collaboration, creativity, critical thinking, increasing the completion of A-G course requirements, career education pathways as well as improve the graduation rate with particular attention to students with disabilities and students who are traditionally underrepresented. This report provided an update of the Career Technical Education programs.

Trustee Flores-Haro congratulated Ms. Phillippe and her team for the growth they have accomplished with the CTE Programs since she graduated. Trustees thanked Ms. Phillippe for the work being done for students to get them on their career trajectory.

C. 2022 California Dashboard & Board Metrics

Parents/guardians, educators, other stakeholders and the public can use the California School Accountability Dashboard to see how local educational agencies and schools are performing within California’s school accountability system. It provides a summary about overall performance on multiple measures of student success. Staff prepared an overview of the 2022 OUHSD Dashboard, including both State and Local indicators, as well as associated metrics aligned to the current Board goals.

- Trustee Sher restated that she opposes high stakes testing.
- Trustee Hall agreed with Trustee Sher as other institutions are abandoning high stakes testing such as eliminating the SAT from college admissions and the community college system. Four year systems are eliminating placement exams for Math and English.
- Oxnard Online is an online curriculum available to students, before and after school hours, that are equivalent to courses they would take with support of teachers that are credentialed in these programs. It was formerly known as Edgenuity and APEX.
- Trustee Sher commented on the disparity in demographics in regard to suspension rates and that OUHSD is paying close attention to this as it’s one of the Board Goals.

17. BOARD REPORT AND COMMUNICATIONS

Trustee Sher

- Congratulated Trustee Botello and her spouse on the birth of their baby.
- Excited to hear of CAPE receiving the CA Distinguished School recognition.
- Gave a shout out to PHS for allowing Fremont Jr. HS 8th grade students to tour January 18, 2023.
- Attended the inauguration of State Superintendent Tony Thurmond on January 7, 2023 at the Robert F. Kennedy Community Schools campus.
- Received a letter from VCOE in regard to the First Interim Report; OUHSD received positive certification. She thanked Dr. McCoy and his team for this.
- Received a letter from VCOE in regard to the Williams Act; students are provided with essential instructional materials and quality facilities.
- Notified all of the Special Board meeting on Saturday, January 21, 2023 at 2:00pm.

Trustee Flores-Haro

- Wished everyone a Happy New Year.
- Attended the 37th Annual Ventura County Martin Luther King Jr. celebration hosted by The Gathering for Justice.

Trustee Baker Torres

- Thanked Principal Ramirez, his Secretary Kailey and all of the staff she met at PHS during her tour of the site on January 12, 2023.
- Looks forward to visiting OHS on January 23, 2023.
- Thanked all of the parents and staff with their concerns or comments and looks forward to chatting with many more.

Trustee Hall

- Wished everyone a Happy New Year. No report.

Trustee Botello

- No report.

18. ITEMS FOR FUTURE CONSIDERATION

- Trustees reviewed the items for future consideration.

19. ADJOURNMENT

President Sher adjourned Open Session at 10:20pm.

Approved, as presented
February 8, 2023

BOARD OF TRUSTEES



Linda Baker Torres, Chair



Dr. Tom McCoy, Secretary
and Superintendent

Board meetings are video recorded and are available at:
<http://www.oxnardunion.org/about/schoolboard/datesagendas.htm>