



# Joint Communication

Contract Negotiations Between Oxnard School District (OSD) and  
Oxnard Support Services Association (OSSA)  
September 25, 2024, Communication #1



On September 25, 2024, representatives from OSD and OSSA negotiations teams met for a full day of contract negotiations utilizing an Interest Based Bargaining (IBB) Hybrid approach facilitated by Walter Schwartz, a third-party neutral facilitator. The OSD Management Team and OSSA Bargaining Representatives presented the following Article 18: Fringe Benefits

The Negotiation teams had very collaborative, constructive discussions regarding benefits. Representatives from Burnham shared a presentation on OSSA Benefit Plans and Increase in Rates to the negotiations teams. A tentative agreement was reached for a creation of an MOU by mutual agreement to offset the member contribution to benefits effective January 1, 2025. The MOU will be in effect January 1, 2025 to June 30, 2025 which includes the redistribution of the healthcare balance cap for eligible unit members taking health insurance benefits during the 2024-2025 school year. It is important to note that benefits will return to pre-MOU rates on 7/1/25 unless otherwise negotiated.

The district is fully aware of the increasing costs associated with healthcare benefits, which present significant financial hardships to OSSA unit members. Both the district and OSSA negotiation teams are working collaboratively to explore and implement solutions aimed at reducing the financial impact of healthcare benefits on employees.

We are committed to identifying both short-term and long-term strategies that will alleviate these rising costs while ensuring that our employees continue to receive quality healthcare coverage. The focus of our ongoing negotiations is to find a balanced approach that meets the needs of our staff and maintains the district's financial stability.

Future negotiations date: October 30, 2024

Open Articles:

District:

Article 9 - Evaluations (10/30/24 negotiations)

Article 15 - Contractual Duties (10/30/24 negotiations)

OSSA:

Article 17 - Safety Conditions (10/30/24 negotiations)

Article 8 - Student Ratio

Both:

Article 16 - Salaries

Article 18 - Fringe Benefits

**OSD Management Negotiations Team:**

Dr. Natalia Torres, Assistant Supt. HR  
Valerie Mitchell, Assistant Supt of Business Serv.  
Dr. Aracely Fox, Assistant Supt of Education  
Dr. Scott Carroll, Director Cert. HR  
Dr. Danielle Jefferson, Director Special Ed.  
Dr. Jodi Nocero, Director Pupil Services  
Javier Tapia, K-8 School Principal

**OSSA Negotiations Team:**

Jose Carranza, OSSA President  
Monica Garcia, School Counselor  
Irene Zavala, School Counselor  
Jennifer Miadich-Freilich, Speech Lang. Path  
Annette Murguia, School Psychologist  
Erika Dowd, OSSA Vice President