



**BOARD OF TRUSTEES OF THE
OXNARD UNION HIGH SCHOOL DISTRICT**

**RESOLUTION ELIMINATING OR REDUCING PARTICULAR KINDS OF SERVICES
OF CERTIFICATED EMPLOYEES**

RESOLUTION NO. 25-28

WHEREAS, on March 5, 2025, the Board of Trustees (“Board”) of the Oxnard Union High School District (“District”) adopted Resolution No. 25-14 to reduce or eliminate particular kinds of services and resulting in the layoff of certificated employees by no later than the end of the 2024-2025 school year, as described and set forth in that Resolution;

WHEREAS, on or before March 15, 2025, and after the Board was informed of the recommendation that affected certificated employees, as identified below, receive notice that their services will not be required for the ensuing school year, the Board’s designated representative served notice on the affected certificated employees that it has been recommended that their services will not be required for the ensuing 2025-2026 school year pursuant to Education Code sections 44949 and 44955 (referred to herein as a “preliminary layoff notice”);

WHEREAS, the preliminary layoff notices advised the recipients that they could request a hearing to determine if there was cause for not reemploying them for the ensuing 2025-2026 school year, and that a failure to timely request a hearing shall constitute a waiver of the right to a hearing and their services will accordingly be terminated pursuant to the recommendation without a hearing;

WHEREAS, 11 certificated employees that received a preliminary layoff notice did not request a hearing and, pursuant to Education Code sections 45117, they therefore waived their right to a hearing;

WHEREAS, 31 certificated employees timely requested a hearing;

WHEREAS, 22 certificated employees who timely requested a hearing subsequently received a notice of rescission of preliminary layoff notice;

WHEREAS, 9 certificated employees who timely requested a hearing subsequently withdrew their request for hearing;

WHEREAS, an evidentiary hearing was scheduled for April 17, 2025, and a continuance was granted to April 28, 2025, a second continuance was granted to May 16, 2025 pursuant to Education Code sections 45117 and 45308 before an Administrative Law Judge for the recipients of preliminary layoff notices who requested a hearing within the time allowed and were granted

hearings pursuant to Education Code section 45117;

WHEREAS, by May 12, 2025, all parties who had requested a hearing have either withdrawn their request for hearing or had their layoff notice rescinded;

WHEREAS, by May 12, 2025, any disputes as to whether there is cause for not reemploying or reassigning the remaining recipients who requested a hearing for the 2025-2026 school year were resolved pursuant to the rescission notices or the parties withdrawal of their request for hearing;

WHEREAS, recipients of preliminary layoff notices requested a hearing within the time allowed and were granted hearings pursuant to Education Code section 44949;

WHEREAS, any disputes as to whether there is cause for not reemploying or reassigning the recipients who requested a hearing for the 2025-2026 school year were resolved, pursuant to the settlement agreement attached here to as **Exhibit A**;

WHEREAS, every other recipient of a preliminary layoff notice declined or failed to request a hearing within the time allowed and therefore waived any rights to a hearing, and the jurisdictional and statutory prerequisites have thus been satisfied as to all such employees as required by law;

WHEREAS, Education Code section 44949, subdivision (c)(3), provides that the Board shall make the final determination as to the sufficiency of the cause and disposition of the layoff;

WHEREAS, the services of no permanent or other certificated employee are being terminated while any probationary or other certificated employee with less seniority is being retained to render a service which the permanent or other employee is competent to render, within the meaning of, and except as permitted by, Education Code section 44955;

WHEREAS, rights to reemployment pursuant to Education Code sections 44956 and/or 44957 shall be provided to the certificated employees whose services are terminated as a result of this layoff;

WHEREAS, Education Code section 44955, subdivision (c), requires final Board action and notifications to employees by no later than May 14, 2025.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Oxnard Union High School District as follows:

- A. That all of the foregoing recitals are true and correct.
- B. That for the 2025-2026 school year, the particular kinds of services described below shall be reduced or eliminated:

PKS Description	FTE
Certificated Management	
Coordinator	1
Certificated Non-Management	
Classroom Teachers	
Physical Education	1
Art Dance Theater Music	4
Career Technical Education Arts, Media & Entertainment Health Science & Medical Technology Hospitality, Tourism & Recreation Marketing, Sales & Service Public Services Transportation	6
World Language	1
<u>Total:</u>	<u>13 FTE</u>

BE IT FURTHER RESOLVED that the employment of the affected certificated employees, attached as **Exhibit B** is hereby terminated effective upon the close of the current school year, i.e., the end of each affected employee’s last working day prior to July 1, 2025;

BE IT FURTHER RESOLVED that this decision is effective immediately and that the Board or designee shall take such actions necessary and appropriate to implement this Resolution, including at least giving appropriate notice to the certificated employees listed above of the elimination of their current positions as a result of the elimination or reduction of particular kinds of services to take effect upon the close of this school year, with notices being given on or before May 14, 2025, in the manner prescribed in Education Code section 44949;

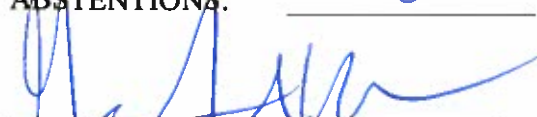
BE IT FURTHER RESOLVED that reassignment or reemployment rights be afforded in accordance with the Education Code, if and when reemployment is offered and to the extent any reemployment rights are applicable to any of the above-referenced employees.

PASSED AND ADOPTED by the Board of Trustees of the Oxnard Union High School District on May 13, 2025 in the County of Ventura, California.

AYES: 3

NOES: 2

ABSTENTIONS: 0



Genevieve Flores-Haro, President
Board of Trustees
Oxnard Union High School District

I, Mari Estrada, Clerk of the Board of Trustees of the Oxnard Union High School District, do certify that the foregoing Resolution was regularly introduced, passed and adopted by the Board of Trustees at its special meeting held on May 13, 2025.



Mari Estrada, Clerk
Board of Trustees
Oxnard Union High School District

EXHIBIT A

Effects Negotiations

April 25, 2025

The District and the Federation shall agree to a Final Seniority List for all Certificated and for all Classified Employees that shall be used for purposes of layoffs and reemployment.

The District and the Federation shall agree to a Final Rescission List for all Certificated and for all Classified Employees whose notices were rescinded.

By no later than June 18, 2025, and then again by no later than August 11, 2025, and again by no later than September 3, 2025, the District shall prepare and disseminate to the Employees affected by layoffs, the Federation and its attorney, a Reemployment List with the names of each Employee who was laid off effective at the end of the 2024-2025 school year, containing the information about each Employee from the Final Seniority List. The District shall adhere to the Reemployment List to offer reemployment to laid off employees.

Employees whose services shall be terminated shall have all rights which are set forth under the Education Code. However, Employees may waive the right to reemployment for new positions during the 39 months after the effective date of the layoff without prejudice. Such waiver or waivers shall not deprive the Employees of their right to subsequent offers of reappointment. If an employee accepts partial reemployment they remain eligible for the next available full time assignment. Offers of reemployment shall be made to qualified Employees in order by seniority as set forth in the Final Seniority List regardless of whether an Employee had already accepted an offer of reemployment. All notifications may be served by email to the Employee's work and personal email with the Federation copied. Employees may request that the District cease notice at any time. Employees who accept a position lower than their highest former class shall retain their original 39 months rights to the higher position.

Should a reappointment occur, the period of the particular Employee's absence shall be treated as a leave of absence and shall not be considered a break in continuity of service. Employees shall retain the classification, seniority date and all benefits that they had when their services were terminated.

The District shall not make any amendments to job titles or job descriptions without first providing notice and opportunity to bargain to the Federation.

Laid off employees have the right to apply for and receive state unemployment compensation. The District will not contest the laid off Employees' applications for unemployment compensation.

The District shall provide Laid off Employees receiving a final layoff notice, with continuation of health and welfare benefits on the same basis as were provided in the 2024-2025 school year until December 31, 2025, or until they secure other employment benefits, whichever is first. Thereafter, the District shall timely provide to all Employees a notice informing them of their rights regarding continued and/or subsidized health insurance, as authorized by any applicable state or federal law. These employees must sign-up to serve as Substitutes during this time period. If a laid off employee acquires health benefits during this time period from another source, they must inform the District within 10 business days of receiving proof of coverage. This agreement does not limit or otherwise affect the Employees' rights under state or federal COBRA.

The District represents that Employees' layoff is based solely on the grounds set forth in the Education Code, and in no way related to Employees' ability or performance.

Classified Employees who are laid off shall have first right of refusal to substitute positions, day-to-day, short or long term, and shall be paid at Step 4 of the job class for which they are substituting.

Certificated Employees who are laid off shall have first right of refusal to substitute positions, day-to-day, short or long term, and shall be paid at consistent with the provisions of Article 23 of the collective bargaining agreement, with an exception to Article 23 that Certificated Probationary Employees shall be compensated at their daily rate of pay for days in which they provide substitute service

Employees who are impacted by the layoffs yet retained by the District (e.g. reduction in hours, demotions, etc...) shall retain the same health benefits, the same employee contribution amounts to health benefits, and all other benefits as if they were not impacted by the layoffs.

AND

The District will retain Seven (7) Counseling Guidance Tech positions to the 7 large high schools, and the District will retain five (5) Custodial positions, one each, to the 5 largest high schools.

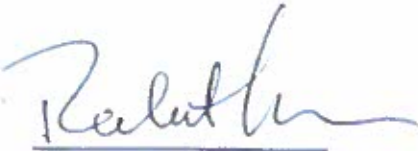
AND

The District and Federation will continue work collaboratively to reduce the number of employees impacted by Layoffs.

AND

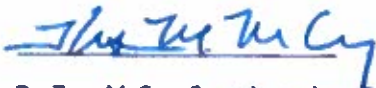
The parties reserve the right to modify this agreement by mutual consent.

For the Federation



Robert Kadin, President OFTSE

For the District



Dr. Tom McCoy, Superintendent OUHSD

EXHIBIT B

The following permanent and/or probationary certificated personnel will receive a layoff notice:

1. Clara Galvez
2. Mark Cordes
3. Gabriel Echaveste
4. Jaime Saelee
5. Jasmine Keys
6. Rodrigo Cardenas
7. Brandon Mascorro
8. Marcus Linecker
9. Rutherford Briers III
10. Lui Toilolo
11. Nicole Cook
12. Manuel Lara Jr.
13. Alexandra Luna

