



Resolution No. 25-64

Authority for the Board of Trustees to Approve the Collective Bargaining Signed Letter of Agreement dated November 5, 2025, between Oxnard Union High School District (OUHSD) and Oxnard Federation of Teachers & School Employees (OFTSE)

Whereas, classified and paraeducator employees are represented by the OFTSE but are not subject to the terms and conditions of the Certificated Collective Bargaining Agreement;

Whereas, campus supervisors are represented by CSEA and are not subject to the terms and conditions of the Certificated Collective Bargaining Agreement;


Whereas, confidential, supervisory, and management employees, whether certificated or classified, are unrepresented and not members of collective bargaining units, and their compensation is not negotiated in labor contracts; and,

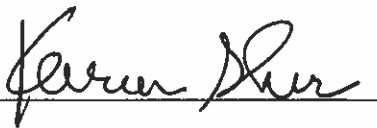
Whereas, the Board of Education believes that compensation consideration should be applied to all employees, including: classified, paraeducators, campus supervisors, confidential, supervisory, and management positions, including the Superintendent; and,

Whereas, the amount of the Furlough days savings will be \$2.1 Million in 2026-27 school year and Health Insurance savings will be a minimum of \$780,726 dollars in the current 2025-26 budget and a minimum of \$1,517,888 in the 2026-27 school year,

Therefore, be it resolved, that the Board of Trustees of the Oxnard Union High School District reserves the right to consider and apply compensation and Health Insurance changes to represented certificated non-management employees per the Certificated CBA Article 16.1.1 and classified, paraeducators, campus supervisors, confidential, supervisory, and management employees, including the Superintendent, and to make these compensation and health insurance changes effective January 1, 2025.

This is to Certify that the above resolution was adopted by the Board of Trustees at a regular meeting of the Board held on December 17, 2025.

Attest: 
Thomas McCoy, Ed.D.
Secretary, Board of Trustees

Attest: 
President, Board of Trustees