

RESOLUTION NO. 26-02

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

**RESOLUTION TO DISMISS
CYNTHIA ROMERO, A PERMANENT CLASSIFIED EMPLOYEE**

WHEREAS, on June 5, 2025, Cynthia Romero (“Romero”), a permanent classified employee of the District, was issued a Proposed Notice of Proposed Discipline; Placement on Unpaid Suspension Pending Outcome of Disciplinary Proceedings; and Statement of Charges, which advised Romero that the administration was proposing to recommend her dismissal from employment and immediate suspension without pay pending dismissal, a copy of which is attached hereto and incorporated herein by reference as Attachment 1;

WHEREAS, on June 18, 2025, Romero was advised of her right to a pre-disciplinary (“*Skelly*”) meeting and Romero, through her attorney Meghan Sherry, declined to attend the *Skelly* meeting, a copy of the correspondence is attached hereto and incorporated herein by reference as Attachment 2;

WHEREAS, on June 25, 2025, Romero was issued a Pre-Disciplinary (“*Skelly*”) Meeting Findings letter, a copy of which is attached hereto and incorporated herein by reference as Attachment 3, which notified Romero of the Superintendent’s designee’s recommendation for Romero’s dismissal and suspension without pay pending dismissal proceedings based on the Statement of Charges and advised Romero of her right to an evidentiary hearing on the Statement of Charges;

WHEREAS, on July 3, 2025, Romero timely requested a hearing, a copy of the request is attached hereto and incorporated herein by reference as Attachment 4;

WHEREAS, on August 13, 2025, the Board adopted the Statement of Charges presented by Assistant Superintendent of Human Resources, Matthew LaBelle, against Romero, and ordered LaBelle to proceed with a hearing on the Statement of Charges and proposed dismissal;

WHEREAS, Article 20 of the Collective Bargaining Agreement (“CBA”) between the Oxnard Federation of Teachers and School Employees (Classified Unit) and the District requires that a hearing be held before a three-person panel;

WHEREAS, in accordance with the panel member selection process outlined in Article 20 of the CBA, the following classified bargaining unit members were selected to serve on the panel for Romero’s hearing: Sandra Bibian, Mike Falcon, and Kevin Reynolds;

WHEREAS, a hearing was scheduled for November 12, 2025, and, on November 8, 2025, Romero requested in writing that the hearing be rescheduled, a copy of the request is attached hereto and incorporated herein by reference as Attachment 5, and the District granted Romero’s request;

WHEREAS, a hearing was scheduled for November 17, 2025, and on November 14, 2025, Romero requested in writing that the hearing be rescheduled, a copy of the request is attached hereto and incorporated herein by reference as Attachment 6, and the District granted Romero's request;

WHEREAS, on November 19, 2025, the Board ordered for the immediate suspension of Romero pending the outcome of the hearing on the Statement of Charges and proposed dismissal;

WHEREAS, a hearing was scheduled for December 11, 2025, and on December 11, 2025, Romero requested in writing that she participate via Zoom and that the hearing be rescheduled, a copy of the request is attached hereto and incorporated herein by reference as Attachment 7, and the District denied Romero's request to reschedule the hearing and accommodated Romero's request to participate via Zoom;

WHEREAS, Romero failed to participate in person or via Zoom in the hearing held on December 11, 2025;

WHEREAS, the hearing proceeded on December 11, 2025 and the hearing panel issued a decision on December 11, 2025 upholding all the charges brought by the District against Romero and recommends to the Board that Romero be dismissed from her employment as a classified permanent employee, a copy of the panel's written recommendation is attached hereto and incorporated herein by reference as Attachment 8;

WHEREAS, Romero was notified of the hearing panel's recommendation for her dismissal on December 16, 2025, and of her right to appeal the recommendation, a copy of the notice is attached hereto and incorporated herein by reference as Attachment 9;

WHEREAS, pursuant to Section 20.7 of Article 20 of the CBA, Romero timely filed an appeal to the hearing panel's recommendation for disciplinary action on December 18, 2025, a copy of the appeal is attached hereto and incorporated herein by reference as Attachment 10;

WHEREAS, Romero requested a public hearing be held on the specific complaints or charges that may lead to disciplinary action against her;

WHEREAS, at the regular Board meeting held on January 15, 2026, Romero and Assistant Superintendent, Human Resources Matthew LaBelle were provided up to 10 minutes to present to the Board prior to the Board's deliberation in closed session; AND

WHEREAS, the December 11, 2025 hearing was audio recorded and the Board was provided the opportunity to review the recording and all documentary evidence presented at the hearing.

NOW, THEREFORE, it is hereby resolved and ordered by this Board of Trustees:

1. The above recitals are true and correct;

2. That the Board of Trustees adopts the Statement of Charges attached hereto and is incorporated herein by this reference;

3. That the Board of Trustees adopts the factual findings in the Statement of Charges, attached hereto and incorporated herein by this reference, as its own;

4. That the Board of Trustees, after consideration of the Statement of Charges, the hearing panel's recommendation, and Romero's appeal, adopts the Assistant Superintendent, Human Resources's and hearing panel's recommendations for Romero's dismissal from permanent employment as a classified employee with the District, and hereby dismisses Romero from employment with the District;

5. That this decision is final, and is effective immediately;

6. That a copy of this Resolution be served on Romero by certified mail; AND

7. That the Board hereby delegates to the Superintendent or designee all authority necessary and proper to accomplishment of the purposes of this Resolution.

The foregoing Resolution is adopted by the Board of Trustees of the Oxnard Union High School District at its regular meeting held on the 15th of January, 2026 by the following roll call vote.

AYES: 4


NOES: 0

ABSENT: 1



Karen M. Sher, President
Board of Trustees, Oxnard Union High School District

I, Elizabeth M. Botello, Clerk to 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 at its regular meeting held on January 15, 2026.



Elizabeth M. Botello, Clerk
Board of Trustees, Oxnard Union High School District