

**RESOLUTION OF THE BOARD OF TRUSTEES OF THE  
OXNARD UNION HIGH SCHOOL DISTRICT REGARDING  
THE REDUCTION OR DISCONTINUANCE OF PARTICULAR  
KINDS OF SERVICE (CERTIFICATED LAYOFF)**

**Resolution No. 26-05**

**WHEREAS**, the Board of Trustees of the Oxnard Union High School District has determined it is necessary to reduce or discontinue particular kinds of services of the District for the 2026-2027 school year in accordance with Education Code sections 44949 and 44955; and

**WHEREAS**, due to the reduction or discontinuance of services, the Board of Trustees has determined that it is in the best interest of the District that the number of regular certificated employees of the District be reduced; and

**WHEREAS**, the Board of Trustees has considered all positively assured attrition, including all deaths, resignations, retirements, non-reelections, and other permanent vacancies for 2026-2027 and, in addition to attrition already assured, the Board of Trustees finds it necessary to reduce and/or discontinue additional services as set forth herein; and

**WHEREAS**, Education Code section 44955 provides that the services of no permanent employee may be terminated while any probationary or other employee with less seniority is retained to render a service which the permanent employee is certificated and competent to render; and

**WHEREAS**, the Board of Trustees is authorized by Education Code section 44955 to establish criteria based upon the needs of the District and its students for determining the order of termination between certificated employees with the same seniority date; and

**WHEREAS**, Education Code section 44955 authorizes the District to deviate from terminating certificated employees in order of seniority where the District demonstrates a specific need for personnel to teach a specific course or courses of study, or to provide services authorized by a services credential with a specialization in pupil personnel services, and that the certificated employee has special training and experience necessary to teach that course or course of study or to provide those services, which others with more seniority do not possess; and

**WHEREAS**, in order for an employee to be eligible for reassignment to a position held by an employee with less seniority, the senior employee must be both credentialed and competent to render the service currently being performed by the junior employee pursuant to Education Code sections 44955, 44956, and 44957 and the competency criteria set forth herein.

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Trustees of the Oxnard Union High School District:

1. That the particular kinds of service set forth below be reduced or discontinued no later than the beginning of the 2025-2026 school year:

PKS Description	FTE
Career Technical Education	
Public Services - AFJROTC	2
Public Services - Criminal Justice	1
<b>Total:</b>	<b>3 FTE</b>

2. That for the purpose of implementing this Resolution, a more senior employee is defined as "competent" for reassignment into a position currently held by a more junior employee pursuant to Education Code section 44955, subdivision (b), if the employee:

(A) currently possesses clear or preliminary credential(s) authorizing the subject(s) and grade level(s) to which the employee will be assigned at the beginning of the 2026-2027 school year, and

(B) has taught the subject area and, in the setting to which he/she will be assigned at the beginning of the 2026-2027 school year for at least one semester in the past five school years, and

(C) has filed documentation meeting the requirements of the Every Student Succeeds Act (ESSA) showing that the employee "meets applicable State certification and licensure requirements, including any requirements for certification obtained through alternative routes to certification or, with regard to special education teachers, the qualifications described in section 612(a)(14)(C) of the Individuals with Disabilities Education Act (20 U.S.C. 1412(a)(14)(C))," to which he/she will be assigned at the beginning of the 2026-2027 school year.

3. That, except as required by law, the order of termination shall be based solely on the needs of the District and its students as determined by the following criteria which shall be applied to resolve ties in seniority between certificated employees. These criteria are listed in priority order and each criterion shall be used only if the preceding criteria do not determine the order of termination:

- a. Possession of a currently valid and properly filed regular credential (clear, professional clear, or preliminary)
- b. Possession of a currently valid and properly filed BCLAD, BASP, CLAD, EL, SDAIE, or other valid certificate authorizing instruction to English Language Learners.
- c. The certificated employee meets the certification and licensing requirements of the ESSA.
- d. The certificated employee whose currently valid and properly filed credentials authorize a broader scope of service. (This tie-breaker is to be repeated as applicable.)
- e. If a tie still exists after application of criteria a. to d., the tie shall be broken by lot. Numbers shall be drawn with the lowest number drawn winning the tie and continuing until all remaining tied individuals are ranked in order.

5. That pursuant to Education Code section 44846, for persons having a statutory reemployment preference, the order of rehire as between employees who first rendered paid service on the same day shall be determined according to the same criteria described above.

6. That employees must have filed documents with the Human Resources Office by February 20, 2026, evidencing credentials, certifications, authorizations, degrees or other requirements in order to be considered for the purpose of determining seniority placement, order of layoff, and competency in this proceeding. That the Superintendent or his designee is directed to send appropriate notices to all employees whose positions may be affected by virtue of this action in accordance with the provisions of the Education Code and to afford all such employees all

rights to which they are entitled under law.

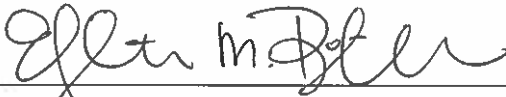
**PASSED AND ADOPTED** by the following vote of the members of the Board of Trustees of the Oxnard Union High School District of Ventura County, State of California, this 11th day of February 2026.

AYES: 4  
NOES: 0  
ABSTENTIONS: \_\_\_\_\_  
ABSENT: 1

Dated: 2/11/26

  
\_\_\_\_\_  
Karen Sher, President  
Board of Trustees  
Oxnard Union High School District

I, Elizabeth Botello, Clerk of the Board of Trustees of the Oxnard Union High School District, Ventura County, State of California, do certify that the foregoing Resolution was regularly introduced, passed and adopted by the Board of Trustees at its regular meeting held on February 11, 2026.

  
\_\_\_\_\_  
Elizabeth Botello  
Clerk Board of Trustees  
Oxnard Union High School District