



Burbank, California
March 16, 2026

Dr. Thomas McCoy, the current superintendent of the Oxnard Union High School District (OUHSD), and a former classroom teacher and high school principal has been selected as the next superintendent of the Burbank Unified School District (BUSD).

Dr. McCoy is completing his 34th year serving students in California public schools. Dr. McCoy began his distinguished career as a high school teacher in the Sweetwater Union High School District and went on to serve as a principal in the OUHSD, Escondido UHSD and Poway Unified School Districts. In addition, he served as the assistant superintendent of educational services for five years in OUHSD, and the last six years as their Superintendent. He was recently honored as the Association of California School Administrators Region XIII 2023 Superintendent of the Year. Dr. McCoy earned his bachelor's degree and his doctorate from UCLA. He also earned a master's degree in educational counseling from the University of San Diego.

Abby Pontzer Kamkar, the President of the BUSD Board of Education, stated, "We were greatly impressed by the high quality of candidates who applied for this position. After considerable time spent meeting and evaluating candidates, it was clear that Dr. McCoy was the candidate who best addressed the needs and qualities described in the [Leadership Profile](#). Burbank Unified deserves an experienced Superintendent, and Dr. McCoy's record is impressive. Dr. McCoy emerged as the best person to rebuild trust with the community, create stability in District operations, and improve academic outcomes across all campuses. We believe he will lead the necessary changes needed within Burbank Unified, while remaining true to our shared values.

Dr. McCoy stated, "I am excited to begin working with the Burbank Unified School District community. Burbank's reputation for strong student achievement is something that draws me here. I can't wait to work with everyone in Burbank and help build on their successes. I am highly aware of challenges that the District is facing, and I believe that together we can address these challenges and return our focus to schools and students."

Karen Sher, the President of the OUHSD Board of Trustees, stated, "What has guided OUHSD to its incredible success is the trust Dr. McCoy has developed with the Board of Trustees, his executive cabinet, staff and faculty, our labor partners, and most especially, with our students and families. Anyone can call themselves a leader, but to be a leader, people must believe in you and your message. That is Dr. McCoy's magic. His comprehensive experience in every aspect of running a district will bring a well-rounded perspective to any academic institution lucky enough to have him."

In looking at the BUSD Leadership Profile, Dr. McCoy's experience and incredible skill set make him such a strong match as evidenced by:

- Dr. McCoy has worked closely with boards of education for the last eleven years. He will be able to use that experience to help the BUSD Board be as effective as possible.
- Dr. McCoy is committed to rebuilding trust in the BUSD community and doing so through the greatest degree of transparency possible.
- Dr. McCoy has worked in his current and former districts to bolster internal controls, evaluate employees, and build integrated systems and structures to maximize operational efficiency.
- Dr. McCoy's current district has faced the same fiscal challenges of declining enrollment, a loss of Covid funding, and declining funding allocations that do not match inflationary pressures. Dr. McCoy and the OUHSD Board are making difficult and necessary decisions about the budget, communicating clearly about those decisions, and doing what needs to be done. That experience will be helpful as Dr. McCoy transitions to BUSD.
- He is an instructional leader who has a track record of leading gains in student achievement.
- Dr. McCoy is universally recognized and respected for being transparent, honest, and trustworthy.
- He believes in the power of listening and communicates in a proactive manner.
- Dr. McCoy holds himself and his team to a high level of integrity and accountability.

The Burbank Unified School District Board of Education began the process of hiring a permanent superintendent in December of 2025. In collaboration with two consultants from Educational Support Services (ESS), Dr. Mike Matthews and Dr. Roger Rice, the Board utilized the *Leadership Profile*, a report that reflected the input of nearly 800 Burbank employees, parents, students, and community members, to guide its search.

There were 29 people who applied to be Burbank's next superintendent, including sitting Superintendents, and many with multiple years of Assistant Superintendent or senior cabinet experience. The Board interviewed six finalists before making their final decision. ESS consultants performed background checks and provided that information to the Board.

Dr. McCoy's contract will be brought to the Board at their regularly scheduled meeting on March 26th. At a special meeting on March 16th, the Board voted 4 (ayes)- 1 (absent) to approve Dr. McCoy as the next superintendent, and the Board appointed President Pontzer Kamkar and Member Olson to serve as subcommittee to work with Dr. McCoy on the terms of his contract. The recommended contract will be on the March 26 Board agenda. The Board is required to discuss all financial terms of the contract in open session. If approved, Dr. McCoy will begin on July 1, 2026.

Board President Abby Pontzer Kamkar added, "We are incredibly grateful to Dr. Oscar Macias for stepping up and supporting our district as the acting and interim superintendent during a difficult time. He has led with integrity and resilience, and as always, with a focus on students. He has given his all to help a district that he has served for so many years, and we will be

fortunate to have his continued leadership when he returns to Assistant Superintendent of Instruction on July 1.”

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