

OEA General Meeting

TENTATIVE AGREEMENT REACHED



WELCOME AND TEAM INTRODUCTIONS

- Anjanette Carrillo (Bargaining Chair)
- Patty Brown (Lopez)
- Brenda Centeno (Marina West)
- Claudia Andrade (Harrington)
- Julie Scholbrock (Kamala)
- Wes Davis, CTA Staff
- Stacie Thurman, OEA President

Full contract language and MOUS available on the oxnardea.org website under bargaining.



SALARY

The 2023-24 certificated salary schedule shall be increased by 4% on schedule and 2% off schedule **retroactive to July 1, 2023.**

Stipend for Doctorate: An annual stipend of **\$1,000** will be granted to teachers with an earned doctorate degree.





Retroactively effective to July 1, 2023

DRAFT

	Class A Credentialed/Intern + Bachelor's Degree + 15-29 units	Class C Credentialed Teacher Bachelor's Degree + 30-44 Units	Class D Credentialed Teacher Bachelor's Degree + 45-59 Units	Class E Credentialed Teacher Bachelor's Degree + 60-74 Units	Class F Credentialed Teacher Bachelor's + 75 Units, and M.A., Ed.D or Ph.D
Step 1	\$60,636.16	\$64,954.24	\$65,863.20	\$69,385.68	\$72,894.64
Step 2	\$61,280.96	\$64,954.24	\$68,629.60	\$72,291.44	\$75,962.64
Step 3	\$63,866.40	\$67,679.04	\$71,508.32	\$75,328.24	\$79,150.24
Step 4	\$66,545.44	\$70,516.16	\$74,503.52	\$78,488.80	\$82,481.36
Step 5	\$69,337.84	\$73,488.48	\$77,639.12	\$81,792.88	\$85,939.36
Step 6	\$72,247.76	\$76,567.92	\$80,894.32	\$85,220.72	\$89,554.40
Step 7	\$75,278.32	\$79,780.48	\$84,297.20	\$88,814.96	\$93,311.92
Step 8	\$78,447.20	\$83,133.44	\$87,839.44	\$92,535.04	\$97,232.72
Step 9	\$81,747.12	\$86,624.72	\$91,529.36	\$96,417.36	\$101,313.68
Step 10	\$85,161.44	\$90,261.60	\$95,374.24	\$100,466.08	\$105,567.28
Step 11	\$88,744.24	\$94,044.08	\$99,380.32	\$104,685.36	\$110,007.04
Step 12	\$92,469.52	\$97,999.20	\$103,550.72	\$109,082.48	\$114,624.64
12 yrs**	\$94,550.08	\$100,204.18	\$105,880.61	\$111,536.84	\$117,203.69
15 yrs**	\$96,630.65	\$102,409.16	\$108,210.50	\$113,991.19	\$119,782.75
18 yrs**	\$98,017.69	\$103,879.15	\$109,763.76	\$115,627.43	\$121,502.12
21 yrs**	\$99,404.73	\$105,349.14	\$111,317.02	\$117,263.67	\$123,221.49
24 yrs**	\$100,791.78	\$106,819.13	\$112,870.28	\$118,899.90	\$124,940.86
27 yrs**	\$102,178.82	\$108,289.12	\$114,423.55	\$120,536.14	\$126,660.23
30 yrs**	\$103,565.86	\$109,759.10	\$115,976.81	\$122,172.38	\$128,379.60
33 yrs**	\$104,952.91	\$111,229.09	\$117,530.07	\$123,808.61	\$130,098.97

BANKING OF MINUTES MOU

- A two year agreement was reached to provide protected teacher collaboration time.
- A stipend of \$2,100 off schedule will be made in two installments distributed in December and June.

CLASS SIZE MOU

For the 2024-2025 School Year:

The school-wide class size ratio in TK (SEI and DLI) shall be in accordance with California State law.

The school-wide class size average in K-3 (SEI and DLI) shall be 24:1, with no individual class exceeding twenty-six (26) students.

The class size for combination classes in grades K-3 shall not exceed twenty-four (24) students.

The school-wide class size average in grades 4-5 in any school shall not exceed thirty-three (33) students, with a .4 variance, with no individual class exceeding thirty-four (34) students.

The class size for combination classes in grades 4 and 5 shall not exceed thirty (30) students.

The average class size for grade 6 in any school will not exceed thirty-five (35) students; no individual class will maintain a continuing enrollment of more than thirty-six (36) students.

All general education combination class teachers shall receive a one-thousand-dollar (\$1,000) annual stipend paid monthly over a 11-month period from August to June.

When the caps set forth in this MOU are exceeded, the district shall take corrective action or meet and confer with the association to resolve the situation no later than the 10th school day of the trimester. Rather than removing students, affected teachers in K-5 may elect to exceed the caps outlined above by up to three (3) students paid on additional timecard at one hour per week. Teachers in 6th grade may elect to exceed the caps outlined above by up to (3) students per period (except Physical Education (PE) teachers, who may elect to take up to six students) paid on an extra timecard at one hour per month per student per period.



SPECIAL EDUCATION



After many years the district finally agreed to open a new article for Special Education.

We hope to add to this article in the years to come.

Special Education Teachers SDC TK-5 shall receive assessment/case management time 3 sub days per year.

FIELD TRIP MOU

Less than 4 hours

\$200/ per trip

4-8 hours

\$400/ per trip

More than 8 hours/not overnight

\$600/ per trip

Overnight

\$800 per day



CALENDARS

We submitted 5 years but could only agree on two.

2024-25 Keep the 3 additional SIP days but are separated throughout the year.

Oxnard School District

Draft 2024-25 School Calendar 186 Day Teacher Calendar

July 2024						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August 2024						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

September 2024						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

October 2024						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

November 2024						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

December 2024						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

July	
4	Independence Day Holiday

August	
12	District SIP (No students)
13	Site Staff Development Day (No students)
14	Teacher Prep Day (No students)
15	First Day of School

September	
2	Labor Day Holiday

October	
14	District SIP (No students)

November	
1	Site SIP (No Students)
11	Veterans Day Holiday
19-22	Conference Days (Minimum Days for students)
25-29	Thanksgiving Holiday

December	
20	Minimum Day for teachers and students
23-31	Winter Break

January 2025						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

February 2025						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	

March 2025						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

April 2025						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

May 2025						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

June 2025						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

January	
1	New Year's Day
1-10	Winter Break
13	Students Return
20	MLK Day

February	
6-7	Conference Days (Minimum Days for students)
14,17	President's Day Holiday

March	
10	District SIP (No students)

April	
7-21	Spring Break
22	Students Return

May	
26	Memorial Day Holiday

June	
18	Last Day of School (Min. Day for teachers & students)

Oxnard School District

Draft 2025-26 School Calendar 186 Teacher Days

July 2025						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

August 2025						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

September 2025						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

October 2025						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

November 2025						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

December 2025						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

July	
4	Independence Day Holiday

August	
13	District SIP Day (No students)
14	District SIP Day (No students)
15	Site Staff Development Day (No students)
18	Teacher Prep Day (No students)
19	First Day of School

September	
1	Labor Day Holiday

October	
13	District PD Day (No students)
31	Staff Development Day (No students)

November	
11	Veterans Day Holiday
18-21	Conference Days (Minimum Days for students)
24-28	Thanksgiving Holiday

December	
20	Minimum Day for teachers and students
22-31	Winter Break

January 2026						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

February 2026						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

March 2026						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

April 2026						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May 2026						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

June 2026						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

January	
1	New Year's Day
1-10	Winter Break
12	Students Return
19	MLK Day

February	
5-6	Conference Days (Minimum Days for students)
13,16	President's Day Holiday

March	
30-31	Spring Break

April	
10	Spring Break
13	Students Return

May	
25	Memorial Day Holiday

June	
18	

TRANSFER

Moves existing MOU to Contract Language

- Displaced pool will occur after the first round of District wide transfers.
- District wide transfers will be flown for 3 working days.
- Vacancies that occur after the last day of instruction will be flown district wide but filled first by site teachers in order of seniority.

SPECIALIZED JOB CLASSIFICATION

- Adjusts on-site working hours to 7.5 hours. District TOSAs will work 8:30-4:00.
- TOSAs conducting full-day summer PD may exchange up to 5 days or submit an hourly timecard.

EVALUATION

Reduce and Clean up Paperwork, Add Reflection

Points shall be attributed as follows:

Unit member's use of specific elements in standard	Rating	Points Allocated
Consistent	Exemplary Practice	4
Frequent	Maturing Practice Meeting Standard	3
Occasional	Developing Practice	2
Rare or Nonexistent	Unsatisfactory	1



OXNARD SCHOOL DISTRICT

1051 SOUTH A STREET □ OXNARD, CALIFORNIA 93030 □ 805 / 385-1501

STANDARD 6 PLAN FOR DEVELOPING AS A PROFESSIONAL EDUCATOR- *End of Year Summary*

NAME POSITION SCHOOL GRADE/SUBJECT

CSTP Standard	Does Not Meet Standards		Meets Standards	
	1	2	3	4
1. Engaging and Supporting all Students in Learning N/A <input type="checkbox"/>	1	2	3	4
2. Creating and Maintaining Effective Environments for Student Learning N/A <input type="checkbox"/>	1	2	3	4
3. Understanding and Organizing Subject Matter for Student Learning N/A <input type="checkbox"/>	1	2	3	4
4. Planning Instruction and Designing Learning Experiences for All Students N/A <input type="checkbox"/>	1	2	3	4
5. Assessing Student Learning N/A <input type="checkbox"/>	1	2	3	4

1) On which areas did you focus your professional learning for this school year?

2) How did your focused professional learning goals impact your work as a professional educator this school year?

FINAL OVERALL EVALUATION:

Unsatisfactory Developing Meets Standards Exemplary

MOUS

Special Education Para Shortage

2 hours compensation for any week a paraeducator is not assigned.

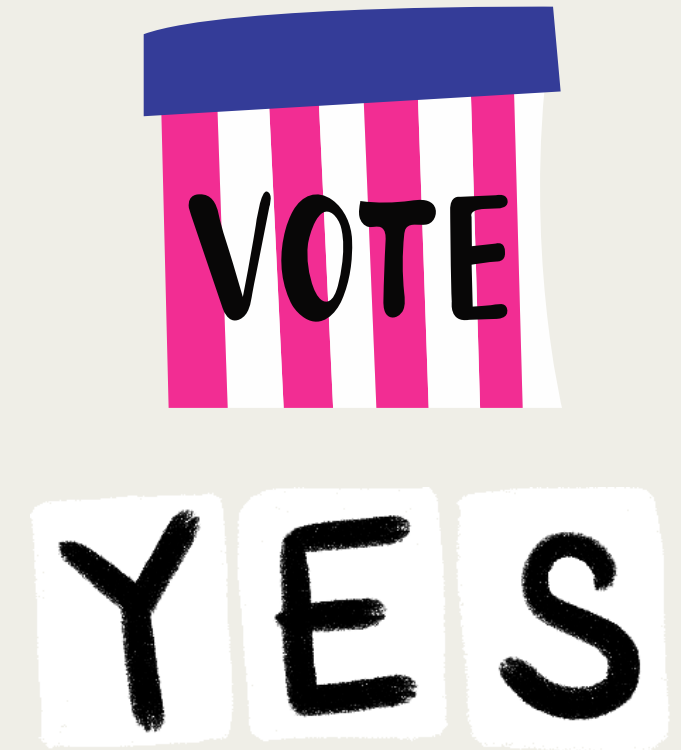
Special Education Caseload Overage

Defines extra hours compensation for duties associated with leave coverage and caseload overage.

Duty	Maximum Hours
Prepare Initial IEP <ul style="list-style-type: none">• Assessment (testing)• Calendaring and Invitations• Academic Report• All IEP documents	12
Prepare Triennial IEP <ul style="list-style-type: none">• Assessment• Calendaring and Invitations• Academic Report• All IEP documents• Progress report	12
Prepare Annual IEP <ul style="list-style-type: none">• Calendaring and Invitations• IEP documents• Progress report	6
Prepare Progress Report for Caseload	2
Prepare Report Card for Caseload	2
SIRAS Service Logs	Actual time spent
Attend meetings for student	Actual time spent

VOTING

- The OEA Executive Board recommends a YES vote on the 2023-2024 Contract
- Voting will be held electronically via Simply Voting from March 19th through March 23rd
- Check your OSD Email
 - Other or Focused folders
- If ratified it will appear on the April 17th Board Agenda



Executive Board

Stacie Thurman-President, Jesus Cahue -Vice President, Kristin Cumins-Secretary, Vicky Gonzalez- Treasurer, Julio Cahue-Elem. Director, Amanda Magallanes-Elem. Director, Lenissa Garcia-Elem. Director, Rudy Gonzalez-Middle School Director.