

# Oxnard Union High School District

## Oxnard, California

### REGULAR BOARD MEETING

January 13, 2021

- 1. CALL TO ORDER** The Regular Board Meeting of the Board of Trustees of the Oxnard Union High School District was called to order by President Hall on January 13, 2021 at 5:00 p.m., District Office Board Room, 220 South K Street, Oxnard, California/Google Meet.
- 2. Roll Call:** Steve Hall, Ed.D., President  
Beatriz R. Herrera, Vice President  
Karen M. Sher, M.Ed., Clerk, remote attendance  
Wayne Edmonds, Member  
Elizabeth M. Botello, Member
- Administration present:** Tom McCoy, Ed.D., Superintendent  
Deborah Salgado, Ed.D., Assistant Superintendent-Human Resources  
Sylvia M. Diaz, Executive Assistant
- Student Representative:** Marina Cleavenger
- Translator:** Lourdes Campbell
- Guests present:** No guests present.
- 3. PLEDGE OF ALLEGIANCE** President Hall asked Trustee Botello to lead the Pledge of Allegiance to the flag.
- 4. ADOPTION OF AGENDA** Motion: Moved by Trustee Herrera to adopt the agenda of January 13, 2021, pulling item 12. Y, revision of Board Policy 5121: *Evaluation of Student Achievement* [Second Reading], for discussion. Seconded by Trustee Edmonds and carried unanimously with a roll call vote of 5:0.
- 5. APPROVAL OF MINUTES** Motion: Moved by Trustee Herrera to approve the minutes of December 16, 2020, as presented. Seconded by Trustee Botello and carried unanimously with a roll call vote of 5:0.
- 6. PUBLIC COMMENTS ON CLOSED SESSION ITEMS** No comments received.
- 7. CLOSED SESSION** President Hall announced that the Board was going into Closed Session at 5:05 p.m. to discuss confidential material relating to the following items noted below.
- A.** Public Employee: Discipline/Dismissal/Release/Resignation/Appointment/ Reassignment /Employment - Government Code Section 54957(b)(1)  
Appointment: Coordinator – Special Education
- B.** Conference with Labor Negotiator(s) Government Code Section 54957.6 – Agency Negotiator: Dr. Deborah Salgado, Assistant Superintendent – Human Resources  
Employee Organization: Oxnard Federation of Teachers and School Employees (OFTSE)  
- Classified Bargaining Unit  
Employee Organization: California School Employee Association (CSEA)  
-Campus Supervisor Bargaining Unit
- C.** Student Personnel: [Education Code §35146, 48912, 48919]
- D.** Consideration of Confidential Student Issues Other Than Expulsion and Suspension, Pursuant to Education Code §35146
- E.** Conference with Legal Counsel - Anticipated Litigation, Pursuant to Government Code § 54956.9 (d)  
a. Number of cases: Three

F. Conference with Real Property Negotiator (Govt. Code § 54956.8) PROPERTY: Multiple District-owned parcels, including: (1) District Office Campus, 220, 309, and 315 South K Street, Oxnard, CA, APNs 202-0-010-630 & -740; (2) 1101 W. 2<sup>nd</sup> St., Oxnard, APN 202-0-233-255; (3) 280 and 300 Skyway Drive, Camarillo, CA, APN 230-0-130-105; an/d (4) 15 Stearman Street, Camarillo, CA, APN 230-0-130-115  
AGENCY NEGOTIATOR: Dr. Tom McCoy, Superintendent and Dr. Joel Kirschenstein, Consultant Sage Realty Group Inc. NEGOTIATING PARTIES: To be determined  
UNDER NEGOTIATION: Price and terms of payment

**8. RECONVENE IN PUBLIC: REPORT ON CLOSED SESSION ACTION**

The Board reconvened at 6:30 p.m. President Hall reported out that during Closed Session, the Board of Trustees of the Oxnard Union High School District, approved the appointment of Michael Merv Van Auker to the position of Coordinator of Special Education. The motion was made by Trustee Sher and seconded by Trustee Herrera and was approved by a vote of 5 to 0.

**9. PUBLIC COMMENTS TO ADDRESS THE BOARD OF TRUSTEES**

No comments received.

**10. SUPERINTENDENT'S REPORT**

Dr. McCoy's highlights:

- Superintendent Student Advisory Council
- OUHSD Equity Conference – January 23, 2021, 9:00 a.m. – 12:30 p.m.
- Implementation of Wellness Centers at CIHS, HHS, OHS and PHS through the Wellness Grant
- Implementation of Wellness Centers at ACHS, FHS RCHS and RMHS through LCAP funding. OMCHS Wellness Center will be updated. Condor HS students will be included in meetings at their site within one of the six comprehensive high schools
- Measure A Bond Oversight Committee Vacancy
- District Facility Use Update
- CIF Athletics
  - CIF has not yet had any discussion about moving season 1 sports to season 2, but Athletic Directors are hopeful to receive an update on Friday, January 15, 2021.
  - Family services will be available at the Wellness Centers for student and families. The centers will need to be staffed in the evenings and on weekends.
  - Low income and students of color will be of more need for resources within these centers so this will be included in the development, in addition to language services.
  - DSHS will have a Wellness Center too.
  - Trustee Botello thanked Dr. McCoy for inviting her to the Superintendent's Student Advisory Council meeting and encouraged other Trustees to attend the next meeting.
  - Trustee Botello also encouraged everyone to participate in the Equity Conference as students, including alumni, have worked hard to put this together. She added that she is working with students and has set up her own panels called Allyship and Advocacy through Social Media.

**11. STUDENT REPRESENTATIVE REPORT TO THE BOARD – Marina Cleavenger**

Marina Cleavenger provided her report for the time period since the last board meeting on December 16, 2020.

**12. CONSENT CALENDAR**

Motion: Trustee Herrera moved to approve the Consent Calendar. Seconded by Trustee Sher and carried unanimously with a roll call vote of 5:0

A. Consideration of Approval of Purchase Orders, December 7-30, 2020

Purchase orders totaling \$5,986,967.72 be approved, as presented.

- B. Consideration of Approval of Donations December 10, 2020 - January 6, 2021  
It is the recommendation of District Administration that the Board of Trustees accept the donations report for the period of December 10, 2020 - January 6, 2021, as presented.
- C. Consideration of Approval of Contract Award to Fast-Track Construction Company for the New HVAC Modernization at CIHS, Bid 633 - Measure A  
It is the recommendation of District Administration that the Board of Trustees approve the contract award to Fast-Track Construction Company for the new HVAC modernizations at CIHS Bid 633, as presented.
- D. Consideration of Approval of Byrom-Davey Construction Proposed Change Order OHS#9.2 for Additional Foundation Requirements to Install the Scoreboard for the Stadium Playfield Renovation Project - Measure A  
It is the recommendation of District Administration that the Board of Trustees approve Byrom-Davey Construction Proposed Change Order OHS 9.2 for Additional Foundation Requirements to Install the Scoreboard for the Stadium Playfield Renovation Project, as presented.
- E. Consideration of Approval for Purchase Award to Container Alliance for Cargo Containers for ACHS - Measure A  
It is the recommendation of District Administration that the Board of Trustees approve Purchase Award to Purchase Award to Container Alliance for Cargo Containers for ACHS, as presented.
- F. Consideration of Approval of G2K Construction Change Order Proposals 10 and 23 for ACHS Perimeter Fencing Replacement Project - Measure A  
It is the recommendation of District Administration that the Board of Trustees approve G2K Construction Change Order Proposals 10 and 23 for Adolfo Camarillo HS Perimeter Fencing Replacement Project, as presented.
- G. Consideration of Approval Contract Award to General Pump Company to Decommission Well #1 at RMHS - Measure A  
It is the recommendation of District Administration that the Board of Trustees approve Contract Award to General Pump Company to Decommission Well #1 at RMHS, as presented .
- H. Consideration of Approval Contract Award to Kiwitt's General Building Contractor for Building H Classroom 86 Wall Systems Renovations at HHS - Measure A  
It is the recommendation of District Administration that the Board of Trustees approve Contract Award to Kiwitt's General Building Contractor for Building H Classroom 86 Wall Systems Renovations at HHS, as presented.
- I. Consideration of Approval for Purchase Award to MJP Technologies for 14 Interactive Audio-Visual Monitors for the Recently Added Relocatable Classrooms at PHS - Measure A  
It is the recommendation of District Administration that the Board of Trustees approve Purchase Award to MJP Technologies for 14 Interactive Audio-Visual Monitors for the Recently Added Relocatable Classrooms at PHS, as presented.
- J. Consideration of Approval for Contract Award to Smith Mechanical to Replace HVAC Unit 2B at PHS  
It is the recommendation of District Administration that the Board of Trustees approve Purchase Award to Smith Mechanical to Replace HVAC Unit 2B at PHS, as presented.
- K. Consideration of Approval of Contract Award to Venterra Environmental to Abate the Existing Flooring at the RMHS Wood Shop  
It is the recommendation of District Administration that the Board of Trustees approve a Contract Award to Venterra Environmental to Abate the Existing Flooring at the RMHS Wood Shop, as presented.
- L. Consideration of Approval to Issue a Check to the City of Oxnard for the Plan Review and Inspection Fees for the New DSHS Project - Measure A  
It is the recommendation of District Administration that the Board of Trustees approve the issuance of a check in the amount noted to the City of Oxnard for DSHS, as presented.

- M. Consideration of Approval to Issue a Check to the City of Oxnard for DSHS/Maulhardt Rose Avenue/Hwy 101 Interchange Assessment District Fees – Measure A  
It is the recommendation of District Administration that the Board of Trustees approve the issuance of a check in the amount noted to the City of Oxnard for DSHS, as presented.
- N. Consideration of Approval to Issue a Check to the City of Oxnard for the Grading and Stockpiling Fees for the New DSHS Project – Measure A  
It is the recommendation of District Administration that the Board of Trustees approve the issuance of a check in the amount noted to the City of Oxnard for DSHS, as presented.
- O. Consideration of Approval of Contract Award to Mark Hawkins Inspection Services for the RMHS Stadium Home Bleachers Replacement Project - Measure A  
It is the recommendation of District Administration that the Board of Trustees approve Contract Award to Mark Hawkins Inspection Services for the RMHS Stadium Home Bleachers Replacement Project, as presented.
- P. Consideration of Approval of Contract Award to PacifiCom for 1800 Solar Drive Second Floor Data Network Cabling  
It is the recommendation of District Administration that the Board of Trustees approve Contract Award to PacifiCom for 1800 Solar Drive Second Floor Data Network Cabling, as presented.
- Q. Consideration of Approval of Purchase of Data Network Switches and Wireless Access Points from NIC Partners for PHS Relocatable Classrooms - Measure A  
It is the recommendation of District Administration that the Board of Trustees approve Purchase of Data Network Switches and Wireless Access Points from NIC Partners for PHS Relocatable Classrooms, as presented.
- R. Consideration of Approval Contract Award to Dial Security for the Purchase of an Access Control System to Service 1800 Solar Drive  
It is the recommendation of District Administration that the Board of Trustees approve Contract Award to Dial Security for the Purchase of an Access Control System to Service 1800 Solar Drive, as presented.
- S. Consideration of Approval of 2nd Quarterly Report on Williams Uniform Complaints  
It is the recommendation of the District Administration that the Board of Trustees approve the, as presented.
- T. Consideration of Approval of Perkins V Comprehensive Local Needs Assessment (CLNA) Stakeholder List  
It is the recommendation of the District Administration that the Board of Trustees approve the Perkins V Comprehensive Local Needs Assessment (CLNA) Stakeholder List, as presented.
- U. Consideration of Renewal Agreement between Oxnard Union High School District and Ventura County Office of Education, Region 17 Migrant Education Program  
It is the recommendation of the District Administration that the Board of Trustees approve the Agreement between Oxnard Union High School District and Ventura County Office of Education, Region 17 Migrant Education Program, as presented.
- V. Consideration of Approval of Parlay Instructional Strategies to Support Distance Learning in English Language Arts  
It is the recommendation of the District Administration that the Board of Trustees approve the Adoption of On-Line English Services with Parlay Instructional Strategies, as presented.
- W. Consideration of Approval of Personnel Items  
It is the recommendation of District Administration that the Board of Trustees approve the personnel items, as presented.
- X. Consideration of Approval of Oxnard Middle College High School 2021-2022 Semester Calendar  
It is the recommendation of District Administration that the Board of Trustees approve Oxnard Middle College High School 2021-2022 Semester Calendar, as presented.

Y. Consideration of Revision of Board Policy 5121: Evaluation of Student Achievement [Second Reading]

It is the recommendation of the District Administration that the Board of Trustees approve the Revision of Board Policy 5121: Evaluation of Student Achievement [Second Reading], as presented.

The major revisions to this Board Policy, compared to the existing Board Policy, are:

- The move to mastery learning.
- Allows students to resubmit their assignments and relearn.
- Allows students to retake their tests.
- Allow teachers the opportunity to reassess their students.
- Citizenship will only be available on report cards and not part of assessments.
- This Board Policy is moving away from grading based on several factors and moving to grading based on actual knowledge the student has in the subject matter.
- Penalties for incomplete grades have been removed.

Z. Consideration of Revision of Board Policy 5030: *Student Wellness* [Second Reading]

It is the recommendation of District Administration that the Board of Trustees Approve Revision of Board Policy 5030: *Student Wellness* [Second Reading], as presented.

- There is a student leadership component in the Wellness Grant that should provide student leadership within the Wellness Center; at some campuses it will be the Peer class and at other campuses, where this program isn't as developed, they will have the opportunity to develop it.
- USDA and Federal Nutrition Services rules regulate what can and can't be done regarding food sales during the school days.

AA. Consideration of Revision of Board Policy 6174: *Education for English Learners* [First Reading]

It is the recommendation of the District Administration that the Board of Trustees approve the Revision of Board Policy 6174: *Services for English Learners* [First Reading], as presented.

BB. Consideration of Revision of Board Policy 5145.6: *Parental Notifications* [First Reading]

It is the recommendation of the District Administration that the Board of Trustees approve the Revision of Board Policy 5145.6: *Parental Notifications* [First Reading], as presented.

### 13. ACTION ITEMS

A. Consideration of Adoption of Resolution No.21-01, Resolution of the Board of Trustees of the Oxnard Union High School District Approving the Annual Reportable Fees Report for the Fiscal year 2019-2020, In Compliance with Government Code Sections 66006 and 66001

Motion: Trustee Herrera moved to adopt Resolution No.21-01, Resolution of the Board of Trustees of the Oxnard Union High School District approving the Annual Reportable Fees Report for the Fiscal year 2019-2020, In Compliance with Government Code Sections 66006 and 66001, as presented. Seconded by Trustee Botello and carried unanimously with a roll call vote of 5:0.

*Approved*

B. Consideration of Approval of Renewal Agreement with Dignity Health/St. John's Regional Medical Center for Certified Athletic Trainers

Motion: Trustee Sher moved to approve the renewal agreement with Dignity Health/St. John's Regional Medical Center for Certified Athletic Trainers, as presented. Seconded by Trustee Hall and carried unanimously with a roll call vote of 5:0.

*Approved*

- OUHSD is not billed for hours when students are not on campus.
- This agreement is a not to exceed amount and is billed hourly.
- OUHSD has had two successful years with the Athletic Trainers and the district has never reached the not to exceed amount of \$400,000.
- This contract is good for 2021 and 2022. District contracts contain separation language which require a minimum 30 day notice. Dr. McCoy stated both sides, OUHSD and Dignity Health, long to provide these services to district students for years to come, and it's being done at a good effective cost point.

C. Consideration of Approval of Revisions to Board Policy

Motion: Trustee Sher moved to approve the revisions to Board Policy 4111/4211/4311: *Recruitment and Selection* [First Reading]. Seconded by Trustee Botello and carried unanimously with a roll call vote of 5:0.

*Approved*

**Assistant Superintendent**

- Rating sheets and confidentiality forms are signed with every process.
- Trustees recommended a more qualitative and quantitative process for the Assistant Superintendent position.
- Trustees were informed the rating scale process is 1 – 5.
- Include comments to justify the outlier to avoid more work with the procedures. (this comment applies to all positions in this Board Policy.

**Assistant Principal**

- Insert a bullet talking about how questions will reflect the values of the district.
- Add one additional certificated staff member and one classified staff member to the panel.

**14. STAFF REPORTS**  
Diversity in the workplace

School climate and culture directly impacts student success. Studies show that students work better in a diverse environment. The study presented to Trustees outlined the district's ethnic fabric across four groups: Students, Teachers, Classified Employees, and Management. To better support OUHSD students, a diversity comparative study was conducted to determine needed improvements in the district's hiring practice.

- The district utilizes EdJoin to maintain the data and demographics of applicants that have applied.
- A preliminary study on staff hired during 2019-2020 school year, that was broken into ethnic groups and gender, was done using the data maintained in EdJoin. This information was also compared to student groups.
- OUHSD has strong partnerships with local universities. The district welcomes and works hard to accommodate student teachers.
- Trustee Botello recommended that Dr. Salgado possibly utilize local organizations with different cultural groups for recruiting.

Trustees thanked Dr. Salgado for her presentation and felt the district needs to make a conscientious effort to improve diversity of hiring.

COVID-19 Dashboard

The COVID 19 Dashboard was created in an effort to keep data of COVID cases districtwide. OUHSD currently has 88 employees who have tested positive for Coronavirus since September 1, 2020. The pattern of the surge in our county is mirrored in our data. Increases in district cases are due to the time employees have spent outside of the workplace.

- The COVID-19 cases are self-identified by students and staff.
- Screening forms, provided by the Ventura County Public Health (VCPH), are completed by any employee or student that has tested positive and returned to VCPH. These forms are confidential.
- Of the 88 cases reported, there have been no reports of people acquiring a positive result from being on district campuses.
- When there is a positive report of someone working on a campus the office building is shut down and a deep cleaning is scheduled. All employees that were in the building are notified, asked to monitor themselves and get tested, if needed.
- Each district site utilizes the QR codes for employees and guests to check-in. The data collected from the QR code is reviewed by district nurses. An administrator contacts anyone that needs to be notified if they've been in contact with anyone that tested positive.
- VCPH will release people after a 14-day isolation period and having been symptom free for 48 hours.
- The district doesn't require a negative test result to return to work because some people will continue to test positive long after they're not contagious.
- The district follows the CDE guidelines for contagion for COVID-19 to determine if someone is not contagious if they're testing positive.

Trustees thanked Dr. Salgado for her report.

**15. BOARD REPORT AND COMMUNICATIONS**

Trustee Hall

- Attended the OHS Tennis Center grand opening on January 8, 2021.
- Was invited, along with Dr. McCoy, to attend a meeting with a community group to discuss the district's SRO policy that is under consideration. He plans to listen only and will have Dr. McCoy give a report on the feedback.
- Invited fellow Trustees to attend the RMHS Annual IB Visitation meeting that will take place March 1, 2021, time TBD, and it was decided that President Hall and Trustee Edmonds would attend the virtual meeting.

Trustee Herrera

- Gave a shout out to Dr. Salgado and her team for their work on the Diversity in the Workplace Staff Report and asked if this information can be placed on the district website.

Trustee Sher

- Attended the OHS Tennis Center grand opening on January 8, 2021.
- Informed her fellow Trustees that part of her faculty meeting today, with Oxnard School District (OSD), was planning for OUHSD being on OSD campuses and assisting 8th graders with high school preparation.

Trustee Edmonds

- No report.

Trustee Botello


- Attended the OHS Tennis Center grand opening on January 8, 2021; was grateful to receive the invitation.
- Attended a home visit with Mr. Contreras, RMHS Principal, and is happy to see the solutions being created and implemented to bring up student engagement.
- Was appreciative of the information from the Dashboard Staff Report.
- Was appreciative of the new website page that contains information about the ELAC and DELAC meetings as she looks forward to attending one.
- Encouraged everyone, that has time, to attend the upcoming Equity Conference.

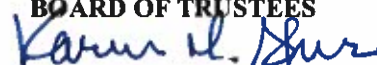
**16. ITEMS FOR FUTURE CONSIDERATION**

- Trustees reviewed the items for future consideration.

**17. ADJOURNMENT**

President Hall adjourned Open Session at 8:12 p.m.

  
Approved, as presented  
January 27, 2021

**BOARD OF TRUSTEES**  
  
Karen M. Sher, Clerk

Dr. Tom McCoy, Secretary  
and Superintendent

Board meetings are video recorded and are available at:  
<http://www.oxnardunion.org/about/schoolboard/datesagendas.htm>

