

# Oxnard Union High School District

## Oxnard, California

### REGULAR BOARD MEETING

April 21, 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 April 21, 2021 at 5:00 p.m., District Office Board Room, 220 South K Street, Oxnard, California.
- 2. Roll Call:** Steve Hall, Ed.D., President  
Beatriz R. Herrera, Vice President  
Karen M. Sher, M.Ed., Clerk  
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:** Alex Nguyen, Robert Edison, Daniel Reyna, Heather Molloy, Jeff Shetler, LaVada White, Melissa LaRochelle, Robert O’Riley, Susan Thee, Ed Ransom Jr., Sofia Castañon, Adrienne Brasted, Robert Kadin, Tim Allison, Doug McDowell, Libby Higgins, Steven Auclair, Doreen Simpson, Steven Auclair,
- 3. PLEDGE OF ALLEGIANCE** President Hall asked Trustee Edmonds to lead the Pledge of Allegiance to the flag.
- 4. ADOPTION OF AGENDA** Motion: Moved by Trustee Herrera to adopt the agenda of April 21, 2021, as presented. Seconded by Trustee Botello 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 March 24, 2021 Regular Board meeting, as presented. Seconded by Trustee Botello and carried unanimously with a roll call vote of 5:0.
- 6. PUBLIC COMMENTS TO ADDRESS THE BOARD OF TRUSTEES** Alex Nguyen, City of Oxnard Manager, addressed Trustees about the MOU between the City of Oxnard and OUHSD for DSHS offsite improvements.
- Several OUHSD Teachers, students, community members, and parents addressed Trustees, both in person and via email, about the MOU between the Oxnard Union High School District and the Oxnard Federation of Teachers and Staff Employees regarding the April 26, 2021 mandatory voluntary reopening of schools, safety for in person return, facilities at CIHS, appreciation for the hard work the District and the Union have done this year, the increased Parent Square communications during COVID, support to mandate teachers back to school, allow staff to be vaccinated before a mandatory return, request to delay the superintendent’s employment agreement, and end of year activities.
- President Hall called for a break at 6:56. The meeting reconvened at 7:07 p.m.
- 7. SUPERINTENDENT’S REPORT and BOARD DISCUSSION on REOPENING OF SCHOOLS** Dr. McCoy’s highlights:
- In Person Reopening – Frequently Asked Questions
  - Safety & Planning
  - D & F Rate for SY 20-21 vs. SY 19-20 (specialized sub-groups and ethnicity)
  - OFTSE Concern – EERA/Brown Act
  - Student Voice (Slides were presented by Marina Cleavenger, Student Board Rep)
  - In Person Reopening – Parent Survey (English and Spanish)
- A. Safety Protocols  
B. Student Progress  
C. Recall of Employees on April 26, 2021 – Implementation of October 20, 2020 MOU

- D. OFTSE Concern EERA/Brown Act
- E. Student Voice
- F. Parent Voice
- G. COVID Funding
- H. Exemptions from Recall
- I. End of Year Activities

- COVID Funding
- In Person Reopening – Teacher Exemptions
- In Person Reopening – End of Year Activities
- Dr. McCoy noted the district’s return to school case with OFTSE has gone before the Public Employment Relations Board (PERB) and their ruling will go to the Ventura County Superior Court for a decision to provide injunctive relief; therefore, staff will remain on a voluntary return and not mandatory return on April 26, 2021.
- The district has currently provided 177 exemptions district employees.
- Trustee Sher thanked Dr. McCoy and Ms. Cleavenger for their reports, all in person speakers that shared their opinions and those that emailed their public comments to the Superintendent. She then moved to rescind the mandatory return policy and return to a voluntary return. Trustee Sher read an excerpt from the MOU and stated the Board of Trustees didn’t vote on a policy change as noted in the MOU. She asked Trustees to direct the Superintendent to rescind the policy that has not yet been voted on as a Board and stated Trustees could vote on the revision at a future meeting, but teachers, students and school employees return should be voluntary.
- President Hall stated this was not an action item, superintendent’s report and board discussion; therefore, he had to rule Trustee Sher’s motion out of order.
- Trustee Herrera thanked everyone who attended the meeting and gave their feedback and opinions as all of them were important for Trustees to hear. She directed the Superintendent and his executive team to make sure the Principals don’t let the public’s questions go unanswered for the individuals at the campuses. She asked the public, that raised concerns, to inform Trustees if any follow-up is needed as Trustees can’t give a directive to a Principal because Dr. McCoy is their direct supervisor.
- Trustee Herrera felt she had a responsibility to respond to the current MOU concerns and stated that Trustees have been informed that a legal process is underway now as the root of the issue is the different interpretations of the MOU. All due respect to Trustee Sher, but Trustee Herrera informed her that Trustees voted in favor of the current MOU, 5:0 vote, in October 2020; therefore, she felt it was best to go through the legal process so the district could make sure it’s on the right side of the law. Trustee Herrera felt that Dr. McCoy has been implementing the MOU as it was approved. She asked Dr. McCoy to have the legal process expedited as soon as possible, but to follow the law.
- Trustee Botello read from a prepared statement that she wrote expressing her opinion about the MOU regarding public and district employees comments and concerns.
- Trustee Edmonds stated he realized there is a disagreement in the MOU language interpretation and knows that teachers are working hard at this time and he is appreciative of that. These are unprecedented times but he feels the process needs to be followed to reach a conclusion.
- President Hall stated he valued and appreciated the input through in person and online public comments, phone calls and text messages. He echoed Trustee Herrera’s comment about making every effort, from both parties, to try and resolve the difference in interpretation of the MOU but now the legal process does need to be followed.
- President Hall stated the PERB process result will be implemented and once this takes place then all parties would need to return to collaborating and working together as they once did.

**8. PUBLIC COMMENTS ON CLOSED SESSION ITEMS**

No comments received.

**9. CLOSED SESSION**

President Hall announced that the Board was going into Closed Session at 8:29 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: Assistant Superintendent, Educational Services
- 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, Certificated and ParaEducator Bargaining Units

- 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; and (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

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

The Board reconvened at 10:11 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 Roger Adams to the position of Assistant Superintendent Educational Services. The motion was made by Trustee Herrera and Seconded by Trustee Sher and was approved by a vote of 5:0 and is effective July 1, 2021.

**11. RECOGNITION**

This item was tabled to the May 12, 2021 Board meeting.

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

Marina Cleavenger provided her report for the time period since the last board meeting on March 24, 2021.

Ms. Cleavenger asked Trustees to please think of the following:

- Consistent announcements from the same source, email or Instagram.
- Continue Hybrid Learning as optional for students that care for siblings or have jobs.
- In person activities such as drive-in movies, food trucks, picnic days on the field or something that can easily be socially distanced.

Ms. Cleavenger announced that she will attend the University of Hawaii at Manoa in the fall. She plans to study Business Administration and hopes to be admitted directly into the administration program as she's awaiting to hear if she's been accepted into the Shidler College of Business. She thanked Trustees for their support.

**13. CONSENT CALENDAR**

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

**A. Consideration of Approval of Purchase Orders and Direct Pays, March 13 -April 9 2021**

Purchase Orders totaling \$24,540,640.40 and Direct Pays totaling \$496.30 be approved, as presented.

**B. Consideration of Approval of Donations March 3-April 12, 2021**

It is the recommendation of District Administration that the Board of Trustees accept the donations report for the period of Donations March 3 - April 12, 2021, as presented.

**C. Consideration of Approval for Contract Adjustment to Tetra Tech, Inc. for the Additional Services for Soils Monitoring for the New DSHS - Measure A**

It is the recommendation of District Administration that the Board of Trustees approve the contract value adjustment to Tetra Tech, Inc. for the additional services for the New DSHS, as presented.

**D. Consideration of Approval of Contract Adjustment to Ardalan Construction Company, Inc. for Change in Scope at RMHS - Measure A**

It is the recommendation of District Administration that the Board of Trustees approve a contract adjustment for the value as noted to Ardalan Construction Company, Inc., as presented.

**E. Consideration of Approval of Contract Adjustment to Vernier Construction Services for New DSHS - Measure A**

It is the recommendation of District Administration that the Board of Trustees approve a Contract adjustment to Vernier Construction Services, as presented.

F. Consideration of Approval of Contract Value Adjustment to WLC Architects for the New DSHS for Redesign and Value Engineering Revisions to Achieve Budget Goals - Measure A

It is the recommendation of District Administration that the Board of Trustees approve a contract value adjustment as noted to WLC Architects, as presented .

G. Consideration of Approval of Contract Award to NV5 Laboratories for Special Inspection and Testing at RMHS for Bleacher Project - Measure A

It is the recommendation of District Administration that the Board of Trustees approve a Contract Award to NV5 Laboratories for Special Inspection and Testing at Rio Mesa, as presented.

H. Consideration of Approval of Contract Value Adjustment to AP Construction for Added Scope and Plan Revisions at PHS HVAC Project - Measure A

It is the recommendation of District Administration that the Board of Trustees approve a Contract Value Adjustment to AP construction for the above mentioned work at Pacifica High School, as presented.

I. Consideration of Approval of Contract Value Adjustment to AP Construction for Added Scope and Plan Revisions at RCHS HVAC Project - Measure A

It is the recommendation of District Administration that the Board of Trustees approve a Contract Value Adjustment to AP construction for the above mentioned work at Rancho Campana High School, as presented.

J. Consideration of Approval of Contract Renewals with Gold Star Foods, The Berry Man, Inc. and Sysco Ventura, Inc. for Produce Products for Nutrition Services Student Meals in the 2021/2022 Fiscal Year

It is the recommendation of District Administration that the Board of Trustees approve contract renewals for produce products to Gold Star Foods, The Berry Man, Inc. and Sysco Ventura, Inc. for District-wide use in the school breakfast and lunch programs, as presented.

K. Consideration of Approval of Contract Extension with Driftwood Dairy, Inc. for Nutrition Services Student Meals in the 2021/2022 Fiscal Year

It is the recommendation of District Administration that the Board of Trustees approve the contract extension Driftwood Dairy, Inc., as presented.

L. Consideration of Approval of Contract Extensions with Sysco Food Service of Ventura, Inc. and Tri County Bread Services for Nutrition Services Student Meals in the 2021/2022 Fiscal Year

It is the recommendation of District Administration that the Board of Trustees approve the contract extensions to Sysco Food Service of Ventura, Inc. and Tri County Bread Services, as presented.

M. Consideration of Approval of Contract Value Adjustment to Wright Sawing and Breaking for Added Scope and Plan Revisions at HHS - Measure A

It is the recommendation of District Administration that the Board of Trustees approve a Contract Value Adjustment to Wright Sawing and breaking construction for the above mentioned work at Hueneme High School, as presented.

N. Consideration of Approval of Contract Value Adjustment to Wright Sawing and Breaking for Additional Foundation Removal at HHS - Measure A

It is the recommendation of District Administration that the Board of Trustees approve a Contract Value Adjustment to Wright Sawing and Breaking for Additional Foundation Removal at HHS, as presented.

O. Consideration of Approval of Contract Value Adjustment to Wright Sawing and Breaking for Demo of Abandon T-Mobile Tower Foundation at HHS - Measure A

It is the recommendation of District Administration that the Board of Trustees approve a Contract Value Adjustment to Wright Sawing and breaking construction for the above mentioned work at HHS, as presented.

- P. Consideration of Approval for Contractor NIC Partners to Relocate Existing Security Cameras from Old District Office Site to 1800 Solar Drive  
It is the recommendation of District Administration that the Board of Trustees approve the proposal from NIC Partners for relocation of cameras, as presented.
- Q. Consideration of Approval for Vendor Waxie Sanitary Supply to Provide Electrostatic Sprayers for District Wide Use  
It is the recommendation of District Administration that the Board of Trustees approve the proposal from Waxie Sanitary Supply, as presented.
- R. Consideration of Approval for Vendor Ventura Rental to Provide Temporary Tent Structures at Multiple Locations  
It is the recommendation of District Administration that the Board of Trustees approve the proposal from Ventura Rental, as presented.
- S. Consideration of Ratification of Agreement between Oxnard Union High School District and Ahern Rentals- Measure A  
It is the recommendation of District Administration that the Board of Trustees agreement between Oxnard Union High School District and Ahern Rentals- Measure A, as presented.
- T. Consideration of Approval for Contractor NSWC to Provide Replacement OITS For Chiller #1 & #2 at 1800 Solar Drive  
It is the recommendation of District Administration that the Board of Trustees approve the proposal from NSWC, as presented.
- U. Consideration of Approval of Contract Award to Clean Cut Painting to Paint the Exterior of 12 Relocatable Classrooms at CIHS  
It is the recommendation of District Administration that the Board of Trustees approve Contract Award to Clean Cut Painting to Paint the Exterior of 12 Relocatable Classrooms at CIHS, as presented.
- V. Consideration of Approval of Contract Award to Green Globe HVAC to Replace Three HVAC Units at HHS Classrooms P4, P5 & P6  
It is the recommendation of District Administration that the Board of Trustees approve Contract Award to Green Globe HVAC to Replace Three HVAC Units at HHS Classrooms P4, P5 & P6, as presented.
- W. Consideration of Approval of Contract Award to JAM Corporation to Replace Fire Alarm Wiring and Devices at Four Relocatable Classrooms at CIHS - Measure A  
It is the recommendation of District Administration that the Board of Trustees approve Contract Award to JAM Corporation to Replace Fire Alarm Wiring and Devices at Four Relocatable Classrooms at CIHS, as presented.
- X. Consideration of Approval of Contract Award to ProFab Construction to Relocate Four Relocatable Classroom Buildings from HHS to RCHS - Measure A  
It is the recommendation of District Administration that the Board of Trustees approve Contract Award to ProFab Construction to Relocate Four Relocatable Classroom Buildings from HHS to RCHS, as presented.
- Y. Consideration of Approval of Quitclaim Easement Deed from Southern California Edison Company to Oxnard Union High School District for DSHS - Measure A  
It is the recommendation of District Administration that the Board of Trustees approve Quitclaim Easement Deed from Southern California Edison Company to Oxnard Union High School District for DSHS, as presented.
- Z. Consideration of Approval of a Lease Agreement between Oxnard Union High School District and Mobile Modular-Measure A  
It is the recommendation of District Administration that the Board of Trustees approve a Lease Agreement between Oxnard Union High School District and Mobile Modular, as presented.

<p>AA. Consideration of Approval of a Memorandum of Understanding between Hueneme, Mesa Union, Oxnard, Pleasant Valley, Rio and Somis School Districts, and the Oxnard Union High School District (OUHSD) as the Lead Local Education Agency (LEA) and Fiscal Agent for the 2020-21 K12 Strong Workforce Program Round 3 Grant</p>	<p>It is the recommendation of District Administration that the Board of Trustees approve the Memorandum of Understanding between Hueneme, Mesa Union, Oxnard, Pleasant Valley, Rio and Somis School Districts, and the Oxnard Union High School District (OUHSD) for the 2020-21 K12 Strong Workforce Program Round 3 Grant, as presented.</p>
<p>BB. Consideration of Renewal Agreement between Oxnard Union High School District and SIA School Innovations &amp; Achievement ATTENTION2ATTENDANCE (A2A)</p>	<p>It is the recommendation of the District Administration that the Board of Trustees approves the agreement between Oxnard Union High School District and SIA School Innovations &amp; Achievement ATTENTION2ATTENDANCE (A2A), as presented.</p>
<p>CC. Consideration of Approval of Purchase of Character Strong SEL Curriculum</p>	<p>It is the recommendation of District Administration that the Board of Trustees approve the purchase of the SEL program as presented.</p>
<p>DD. Consideration of Approval of ASBWorks Accounting Software Licensing Agreement and Purchase</p>	<p>It is the recommendation of District Administration that the Board of Trustees approve the software license agreement and purchase of the ASBWorks Software, as presented.</p>
<p>EE. Consideration of Approval of Purchase of Interactive ViewBoards</p>	<p>It is the recommendation of the District Administration that the Board of Trustees approve the purchase of the Interactive ViewBoards, as presented.</p>
<p>FF. Consideration of Approval of New/Revised Course Proposal: Patient Care Essentials (CP), Advanced Patient Care (CP), English 1: ESports Game Design (CP), Percussion (CP), Jazz Ensemble (H)</p>	<p>It is the recommendation of the District Administration that the Board of Trustees approve the Patient Care Essentials (CP), Advanced Patient Care (CP), English 1: ESports Game Design (CP), Percussion (CP), Jazz Ensemble (H), as presented.</p>
<p>GG. Consideration of Approval for Purchase of Educational Technology at Oxnard Middle College High School</p>	<p>It is the recommendation of District Administration that the Board of Trustees approve the purchase of educational technology at OMCHS, as presented.</p>
<p>HH. Consideration of Approval of Personnel Items</p>	<p>It is the recommendation of District Administration that the Board of Trustees approve the personnel items, as presented.</p>
<p>II. Consideration of Approval of Revision to Job Description: Cal-SAFE Child Development Assistant</p>	<p>It is the recommendation of district administration that the revision to job description: Cal-SAFE Child Development Assistant be approved by the Board of Trustees, as presented.</p>
<p>JJ. Consideration of Approval of Revision to Job Description: Cal-SAFE Child Development Associate Teacher</p>	<p>It is the recommendation of district administration that the revision to job description: Cal-SAFE Child Development Associate Teacher be approved by the Board of Trustees, as presented.</p>
<p>KK. Consideration of Approval of Revision to Job Description: Cal-SAFE Child Development Site Leader</p>	<p>It is the recommendation of district administration that the revision to job description: Cal-SAFE Child Development Site Leader be approved by the Board of Trustees, as presented.</p>

LL. Consideration of Adoption of Job Description: Coordinator Distance Learning [Second Reading]

It is the recommendation of district administration that the job description: Coordinator Distance Learning [Second Reading] be adopted by the Board of Trustees, as presented.

MM. Consideration of Adoption of Job Description: Program Specialist-Career Technical Education [First Reading]

It is the recommendation of district administration that the job description: Program Specialist Career Technical Education [First Reading] be adopted by the Board of Trustees, as presented.

NN. Consideration of Adoption of Job Description: Program Specialist-Student Programs [First Reading]

It is the recommendation of district administration that the job description: Program Specialist Student Programs [First Reading] be adopted by the Board of Trustees, as presented.

OO. Consideration of Adoption of Job Description: Director Wellness and Inclusion [Second Reading]

It is the recommendation of district administration that the job description: Director Wellness and Inclusion [Second Reading] be adopted by the Board of Trustees, as presented.

PP. Consideration of Revisions to Board Policy 5124: Report Cards/Notice to Parents [First Reading]

It is the recommendation of the District Administration that the Board of Trustees approve the revision Board Policy 5124: Report Cards/Notice to Parents [First Reading], as presented.

#### 14. ACTION ITEMS

A. Consideration of Adoption of New Board Policy 5145.11: *Law Enforcement on Campus* [Second Reading]

Motion: Trustee Sher moved to adopt New Board Policy 5145.11: *Law Enforcement on Campus* [Second Reading], as presented. Seconded by Trustee Herrera and carried unanimously with a vote of 5:0.

*Approved*

- Trustees thanked Dr. McCoy and everyone involved in developing this Board Policy with the input of Trustees.
- This Board Policy is groundbreaking work and hopes it serves the students and community well.

B. Consideration of Approval of MOU with City of Oxnard and OUHSD for DSHS Off Site Improvements

Motion: Trustee Herrera moved to approve the MOU with City of Oxnard and OUHSD for DSHS Off Site Improvements, as presented. Seconded by Trustee Botello and carried unanimously with a vote of 5:0.

*Approved*

- Trustee Sher volunteered to attend the City of Oxnard City Council meeting that is tentatively scheduled for May 4, 2021. Dr. McCoy will confirm with Mr. Nguyen, City Manager, when and how to participate in the council meeting's public comment.

C. Consideration of Approval of Addendum for Project Labor Agreement (PLA)

Motion: Trustee Sher moved to approve the addendum for Project Labor Agreement (PLA), as presented. Seconded by Trustee Herrera and carried unanimously with a vote of 5:0.

*Approved*

Dr. McCoy affirmed that the Project Labor Agreement is on time and under budget so far.

D. Consideration of Adoption of Resolution No. 21-13, National Nurses Week

Motion: Trustee Herrera moved to adopt Resolution #21-13, National Nurses Week, as presented. Seconded by Trustee Sher and carried unanimously with a vote of 5:0.

*Approved*

E. Consideration of Adoption of Resolution No. 21-14, Asian Pacific Heritage Month

Motion: Trustee Edmonds moved to adopt Resolution No. 21-14, Asian Pacific Heritage Month, as presented. Seconded by Trustee Botello and carried unanimously with a vote of 5:0.

*Approved*

F. Consideration of Adoption of Resolution No. 21-15, Resolution Affirming the Commitment to Inclusion, Wellness, Safety and

Motion: Trustee Sher moved to adopt Resolution No. 21-15, Resolution Affirming the Commitment to Inclusion, Wellness, Safety and Wellbeing of our Asian, Filipino and Pacific Islander Students, Employees, Families and Community Members, as presented. Seconded by Trustee Herrera and carried unanimously with a roll call vote of 5:0.

Wellbeing of our Asian, Filipino and Pacific Islander Students, Employees, Families and Community Members

Trustees affirmed the resolution number is 21-15 as stated in the title and not 21-17 that was listed in the Granicus recommendation.

*Approved*

G. Consideration of Adoption of Resolution No. 21-12 Resolution Eliminating Positions and Ordering Layoffs in the Classified Service Due to Lack of Funds and/or Lack of Work

Motion: Trustee Herrera moved to adopt Resolution No. 21-14, Asian Pacific Heritage Month, as presented. Seconded by Trustee Edmonds and carried with a vote of 4:1. Trustee Sher voted no.

- Dr. Salgado affirmed that staff being laid off is due to lack of work.
- All of the positions being laid off, except for the Risk Manager, have bumping rights. Dr. Salgado is working with the Risk Manager to see if she has an interest in any of the current positions available to her.
- The Director’s Secretary position could move laterally into the Director’s Secretary position that will be opening.
- One Para III will continue in her position until her resignation date and the other will be encouraged to apply for other open positions.
- The Facilities Technician will bump into the Registrar position, previous job.
- The Clerical III could bump into another Clerical III position and is also looking into future openings.
- Dr. Salgado explained what bumping rights are and the process that will take place with all of the employees that are expected to be laid off. It was noted there is no indication that anyone that gets bumped will be without a job.

*Approved*

H. Consideration of Approval of Superintendent Employment Agreement

Motion: Trustee Herrera moved to approve the Superintendent employment agreement, as presented. Seconded by Trustee Edmonds and carried unanimously with a vote of 5:0.

*Approved*

**15. BOARD REPORT AND COMMUNICATIONS**

Trustee Hall

- Attended the OHS vs. PHS football game as a great time was had by all. He enjoyed seeing the students and players. Thanked Principal Lawrence for being a great host.

Trustee Herrera

- No report.

Trustee Sher

- Thanked all of the public comment speakers and sent a big shout out to the teachers and school employees during this time.

Trustee Edmonds

- No report.

Trustee Botello

- Thanked all of the Trustees and everyone that participated in public comment for their input and remarks.

**16. ITEMS FOR FUTURE CONSIDERATION**

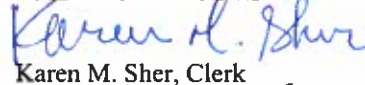
- Trustees reviewed the items for future consideration.


**17. ADJOURNMENT**

President Hall adjourned Open Session at 10:38 p.m.

Approved, as presented  
May 12, 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>