



Joint Communication

Contract Negotiations Between Oxnard School District (OSD) and
Oxnard Support Services Association (OSSA)

December 11, 2023, Communication #3



On December 4th and 11th, representatives from OSD and OSSA negotiations teams met for two full days of contract negotiations utilizing an Interest Based Bargaining (IBB) Hybrid approach facilitated by Walter Schwartz, a third-party neutral facilitator. The OSD Management Team and OSSA Bargaining Representatives presented the following Articles:

- Article 9 – Evaluations
- Article 17 – Professional Growth

The Negotiation teams came prepared, had good discussions, and reached tentative agreements on Article 9. We will continue discussions on Article 17 and Article 11 when we resume negotiations in January.

Future negotiations dates:

January 22, 2024

February 12, 2024

OSD Management Negotiations Team:

Dr. Natalia Torres, Assistant Supt. HR
Valerie Mitchell, Assistant Supt of Business Serv.
Dr. Scott Carroll, Director Cert. HR
Dr. Danielle Jefferson, Director Special Ed.

OSD OSSA Negotiations Team:

Shiri Hermesh, OSSA President
Monica Garcia, School Counselor
Irene Zavala, School Counselor
Jennifer Miadich-Freilich, Speech Lang. Path