



# Joint Communication

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

October 2, 2023, Communication #1



On October 2nd, representatives from OSD and OSSA negotiations teams met for first day 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 5 – Work Calendar
- Article 9 - Evaluations
- Article 11 - Leave
- Article 17 - Professional Development
- Article 16 - Salaries
- Article 18 - Fringe Benefits
- Article 23 - Term

The Negotiation teams came to tentative agreements on Articles 5 and 23. Both teams identified homework to prepare discussion on Article 9 for next meeting date.

Our next negotiations date: October 16, 2023.

**OSD Management Negotiations Team:**

Dr. Natalia Torres  
Dr. Aracely Fox, Interim Assoc. Supt Ed Services  
Valerie Mitchell, Interim CBO  
Dr. Scott Carroll, Director Cert. HR  
Dr. Jodi Nocero, Director Pupil Services

**OSD OSSA Negotiations Team:**

Shiri Hermesh, OSSA President  
Erika Dowd, OSSA Vice President  
Monica Garcia, School Counselor  
Irene Zavala, School Counselor  
Annette Murguia, School Psychologist  
Jennifer Miadich-Freilich, Speech Lang. Path  
Jose Carranza, School Psychologist