



OXNARD SCHOOL DISTRICT

1051 South "A" Street • Oxnard, California 93030 • 805/487-3918 • www.oxnardsd.org

March 3, 2010

Dear Oxnard School District Community Member:

Two weeks ago, the Board of Trustees of the Oxnard School District took action to place the Superintendent on a short leave of absence pending a personnel investigation. Since this time there have been some communications from the District office that were premature, are not completely accurate and do not follow proper protocol. The purpose of this letter is to provide some clear, concise information from the Board of Trustees regarding the state of the District.

First, we are not able to provide any information regarding Superintendent Dr. Anthony Monreal. I am certain that you will understand that this is a confidential personnel matter that must be handled in accordance with the appropriate legal procedures. This investigation should be completed shortly.

During the course of these unfortunate circumstances, the Board was provided a report from FCMAT that states that the District has available to it a number of fund sources to help it bridge the gap created by the State's fiscal woes. Unfortunately, details about the findings in this report were communicated to stakeholders prior to this information being verified or considered by the Budget Advisory Committee or the Board of Trustees. The District has a defined process for dealing with budget cuts that was not followed. Finally, the FCMAT numbers must be verified. As it turns out, some of the funds identified by FCMAT have already been taken into consideration or are allocated for other critical District projects.

The process for identifying and making budget cuts at the District is clearly defined and has been used successfully in the past. The process is as follows:

1. State issues its proposed budget numbers in early January;
2. Using these numbers the District begins building a budget and targeting the cuts that are needed to balance the budget;
3. During the month of March, the Budget Advisory Committee begins meeting to review proposed cuts and prioritizes additional cuts that may be needed;
4. The District prepares and files its Second Interim Report on March 15th. This Interim Report contains a multiyear projection for the District;
5. Board of Trustees takes action on BAC recommendations (April/May 2010); and,
6. District finalizes and presents the budget for 2010-2011 to the Board of Trustees (June 2010).

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Business and Fiscal Services

Mission: "We guarantee that each student is academically competitive and inspired to perseverant hope."

To: OSD Community Members

March 3, 2010

Page Two

The Budget Advisory Committee has been convened and will begin meeting this week. Once the report is verified, the Committee will carefully review the suggestions made by FCMAT and prioritize these available funds for Board consideration.

Given the State's most recent numbers, Oxnard School District expenses outpace our revenue by \$12,076,467.00. Of this deficit, the District has approximately \$3,943,041.00 in an ending balance from 2009-2010 that can be used in part to help reduce this budget deficit. This leaves an \$8,133,426.00 deficit for 2010-2011. This is the target number that the Budget Advisory Committee will be addressing during its deliberations.

Unfortunately, the District must plan for cuts prior to the completion of the budget advisory committee process, including notifying certificated and administrative staff of possible reductions in force. The District will begin providing these notices following the March 3, 2010 Board meeting.

The District will need to make some very painful cuts. This includes the possibility of lay-offs, reductions in pay and furlough days. To the extent that individuals have represented that these cuts are not necessary, this information is inaccurate.

The Board of Trustees adopted principles for labor negotiations in 2007-2008. The Board continues to adhere to these principles. The Board is meeting frequently and is carefully reviewing the financial information and situation of the District. As soon as the Board has considered and approved recommendations from the Budget Advisory Committee, we will have a better sense of the needed cuts. The Board will adhere to its 2007-2008 principles, including the principle that the District shall be fair to each bargaining unit and employee group.

We appreciate your patience and continued dedication to the children of Oxnard School District.

Sincerely,

A handwritten signature in dark ink that reads "Albert Duff Sr." in a cursive style.

Albert Duff Sr.
Board President
Oxnard School District
Board of Trustees



OXNARD SCHOOL DISTRICT

1051 SOUTH "A" STREET • OXNARD, CALIFORNIA 93030 • 805 / 487-3918

BOARD DIRECTIVE ON NEGOTIATIONS PRINCIPLES AND PROCEDURES FOR 2007-2008

BOARD OF TRUSTEES

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District Superintendent

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Assistant Superintendent
Human Resources and
Support Services

KATHY GREEN, Ed.D.
Assistant Superintendent
Chief Academic Officer

JAMES H. MORANVILLE
Assistant Superintendent
Business and Fiscal Services

- All proposals shall be reviewed on the basis of their positive impact on students and learning;
- The district's negotiating principles, process, proposals, and budget shall be transparent;
- All employee related costs are essential to the conversation and resolution of bargaining and compensation issues;
- The District shall be fair to each bargaining unit and employee group: each employee group will get its proportionate share of any new, unrestricted funds realized by the District and will be charged only for the costs allocable to its own members;
- Each bargaining unit or employee group will make choices about the responsibilities they wish to assume and the allocation of their fair share of resources to pay for such choices: no employee group will be charged for costs arising from decisions made or not made by other employee groups;
- The District will pass on the full effective COLA or revenue realized from the State;
- The District, its administrators and its negotiators shall act in a principled and trustworthy manner;
- The District and negotiators shall provide a principled rationale for each of the District's bargaining proposals;
- On compensation and health and welfare issues the District will strive to be competitive within a defined market (i.e. Ventura, Santa Barbara and San Luis Obispo Counties);
- The District shall communicate timely, and legally communicate information regarding negotiations to the public in a comprehensive and understandable manner.

Approved by the Board of Trustees of the Oxnard School District on May 30, 2007, by motion of Trustee De Vries, seconded by Trustee Del Rio-Barba and carried unanimously.