



**CERTIFICATED MANAGEMENT
ANNUAL SALARY SCHEDULE
02/01/2025 – 06/30/2025 SCHOOL YEAR**

| ANNUAL | | | | | | | | |
|---|-------|---------------|---------|---------|---------|---------|---------|---------|
| POSITION | RANGE | CONTRACT DAYS | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 |
| Assistant Superintendent Educational Services | A | 223 | 195,926 | 197,496 | 199,066 | 200,657 | 202,269 | 203,882 |
| Assistant Superintendent Human Resources | A | 223 | 195,926 | 197,496 | 199,066 | 200,657 | 202,269 | 203,882 |
| Principal, Comprehensive High School | B | 223 | 183,425 | 184,893 | 186,372 | 187,863 | 189,366 | 190,880 |
| Principal, Adult School | C | 223 | 181,784 | 183,238 | 184,704 | 186,182 | 187,671 | 189,173 |
| Principal, Anacapa Adult Transition Program | C | 223 | 181,784 | 183,238 | 184,704 | 186,182 | 187,671 | 189,173 |
| Principal, Condor HS | C | 223 | 181,784 | 183,238 | 184,704 | 186,182 | 187,671 | 189,173 |
| Principal, Frontier HS | C | 223 | 181,784 | 183,238 | 184,704 | 186,182 | 187,671 | 189,173 |
| Principal, Oxnard Middle College HS/Director, College Readiness | C | 223 | 181,784 | 183,238 | 184,704 | 186,182 | 187,671 | 189,173 |
| Principal, Rancho Campana HS | C | 223 | 181,784 | 183,238 | 184,704 | 186,182 | 187,671 | 189,173 |
| Chief Technology Officer (CTO)/Learning Support | C | 223 | 181,784 | 183,238 | 184,704 | 186,182 | 187,671 | 189,173 |
| Director, Special Education | C | 223 | 181,784 | 183,238 | 184,704 | 186,182 | 187,671 | 189,173 |
| Director, Career Education | D | 223 | 168,409 | 169,767 | 171,125 | 172,483 | 173,862 | 175,262 |
| Director, Instructional Support Services | D | 223 | 168,409 | 169,767 | 171,125 | 172,483 | 173,862 | 175,262 |
| Director, State and Federal Programs | D | 223 | 168,409 | 169,767 | 171,125 | 172,483 | 173,862 | 175,262 |
| Director, Student Support Services | D | 223 | 168,409 | 169,767 | 171,125 | 172,483 | 173,862 | 175,262 |
| Director, Wellness & Inclusion | D | 223 | 168,409 | 169,767 | 171,125 | 172,483 | 173,862 | 175,262 |
| Assistant Principal HS | E | 213 | 153,705 | 154,935 | 156,175 | 157,424 | 158,684 | 159,954 |
| Coordinator, Community Schools | E | 213 | 153,705 | 154,935 | 156,175 | 157,424 | 158,684 | 159,954 |
| Coordinator, Distance Learning | E | 213 | 153,705 | 154,935 | 156,175 | 157,424 | 158,684 | 159,954 |
| Coordinator, Education Technology | E | 213 | 153,705 | 154,935 | 156,175 | 157,424 | 158,684 | 159,954 |
| Coordinator, Special Education | E | 213 | 153,705 | 154,935 | 156,175 | 157,424 | 158,684 | 159,954 |
| Coordinator, Student Data Systems | E | 213 | 153,705 | 154,935 | 156,175 | 157,424 | 158,684 | 159,954 |
| Coordinator, Student Interventions | G | 205 | 147,168 | 148,345 | 149,531 | 150,728 | 151,934 | 153,149 |
| Dean | H | 203 | 139,445 | 140,561 | 141,685 | 142,818 | 143,960 | 145,112 |

Positions under 210 contract days are considered 11-month and may elect twelve (12) equal monthly payments in accordance with California Education Code §45165.

Positions annual rate requires contract days listed, variations will result in proration.

LONGEVITY

Certificated Management classifications will be paid longevity at the following intervals upon completion of fifteen (15) years of service with the district. At the start of the year sixteen (16) (15 years + 1 day), employees will receive additional longevity compensation as part of regular annual rate. Longevity is prorated to the full-time equivalent (FTE) for the position with the following table representing 1.0 FTE.

| Start of Year | Yr 16 | Yr 18 | Yr 21 | Yr 24 | Yr 27 | Yr 30 |
|-------------------|-------|-------|-------|-------|-------|-------|
| Additional Annual | 918 | 1,836 | 2,754 | 3,672 | 4,590 | 5,508 |

CalSTRS/CalPERS Compliance Notes: Certificated Management employees are paid annually and are part of the certificated service for retirement purposes. Standard work calendar for employees' annual rates are calculated on 223 Day Calendar. Calendar variations are noted in above salary schedule. Days noted as follows for the 2024-2025 SY which has (261) total work days available: 223 Days (223 paid, 0 paid holidays, 38 unpaid). Classification Annual Rates are calculated as 8 hours/day x 223 Days per year x (step annual rate based on years of service + longevity based on years of service).