



**2024-2025 Active Classifications w/ Salary Ranges**

**Oxnard School District**

**RANGE CHILD NUTRITION SERVICES**

- 17 Child Nutrition Services Operations Specialist
- 11 Child Nutrition Cafeteria Coordinator
- 3 Child Nutrition Worker

**RANGE CLERICAL SUPPORT**

- 20 Attendance Accounting Specialist II
- 19 District Testing & Assessment Coordinator
- 18 District Textbook Coordinator
- 17 Administrative Assistant
- 17 School Office Manager
- 16 English Learner Data Technician
- 16 Special Education Data Technician
- 15 Attendance Accounting Specialist I
- 15 Facilities Support Services Specialist
- 14 District Translator
- 13 Attendance Accounting Technician
- 13 Facilities Technician
- 13 Intermediate School Secretary
- 13 Office Assistant III
- 13 Secretary
- 12 District Office Receptionist
- 11 Library/Media Technician
- 10 Translator
- 8 Health Assistant
- 8 Language Assessment Technician (Spanish Bilingual)
- 8 Office Assistant II
- 7 Records Assistant

**RANGE COMMUNITY RELATIONS**

- 31 Mental Health Clinician
- 22 District Community Liaison
- 22 Outreach Specialist
- 22 Parent Support Liaison
- 22 Interpreter/Community Support Liaison-Trilingual
- 19 Special Education Service Coordinator
- 18 After School Program Site Coordinator
- 17 Family Liaison

**RANGE FISCAL**

- 22 Position Control Specialist
- 21 Senior Payroll Technician
- 20 Accounting Specialist IV
- 18 Payroll Technician
- 17 Accounting Specialist III

**RANGE HUMAN RESOURCES**

- 22 Credential Technician
- 20 Risk Management Specialist
- 16 Human Resources Technician
- 13 Human Resources Assistant

**RANGE INSTRUCTIONAL SUPPORT**

- 43 School Occupational Therapist
- 29 Music Instructor
- 29 Arts Instructor
- 26 Speech-Language Pathology Assistant
- 19 Paraeducator - Hearing Impaired (Sign Language)
- 18 Health Care Technician
- 12 Paraeducator - Special Education
- 9 Adaptive Technology Specialist
- 9 Paraeducator - Hearing Impaired (Oral Speech)
- 9 Registered Behavior Technician
- 7 Instructional Assistant - Special Ed. (SH)
- 7 Paraeducator III
- 6 Infant Program Assistant
- 6 Paraeducator II
- 5 Instructional Assistant - Special Ed. (RSP)
- 5 Instructional Physically Handicapped Assistant
- 4 Paraeducator - General Education

**RANGE MAINTENANCE/OPERATIONS**

- 25 Grounds Maintenance Lead
- 22 Electrician
- 21 Heating, Ventilation, & Air Conditioning Technician
- 21 Plumber
- 20 Locksmith
- 18 Facilities Materials Specialist
- 18 Grounds Maintenance Specialist
- 18 Irrigation Specialist
- 17 Maintenance Worker II
- 13 Grounds Equipment Operator
- 13 Lead Custodian
- 11 Security/Maintenance Worker (N)
- 10 Grounds Maintenance Worker I
- 8 Custodian

**RANGE PURCHASING/GRAPHICS/WAREHOUSE**

- 20 Buyer
- 19 Reprographics Coordinator
- 15 Reprographics Technician
- 14 Shipping/Receiving Clerk/Delivery Driver
- 10 Warehouse Worker/Delivery Driver
- 8 Instructional Materials Warehouse Attendant/Driver

**RANGE TECHNOLOGY**

- 38 Network Systems Analyst
- 32 Information Technology Project Coordinator
- 28 Information Systems Support Specialist
- 28 Technology Services Technician
- 22 Information Systems Data Technician

**RANGE TRANSPORTATION**

- 21 Vehicle & Equipment Mechanic
- 19 Transportation Router/Scheduler
- 15 Transportation Dispatcher/Scheduling Assistant
- 14 Bus Driver/Mechanic Assistant
- 13 Bus Driver
- 13 Cover Bus Driver/Office Assistant
- 6 Transportation Driver

**RANGE OTHER**

- 1 Campus Assistant

**RANGE EXEMPT**

- \$16.50 AVID Tutors

2% increase retroactive to 07/01/2023; Board Approved 06/26/2024  
 Increase to AVID tutor to comply with minimum wage as of 01/01/2025 Board Approved 02/05/2025



	Step A	Step B	Step C	Step D	Step E
Range 1	\$ 3,149.01	\$ 3,306.46	\$ 3,471.79	\$ 3,645.38	\$ 3,827.65
Range 2	\$ 3,230.47	\$ 3,391.99	\$ 3,561.59	\$ 3,739.67	\$ 3,926.65
Range 3	\$ 3,309.01	\$ 3,474.46	\$ 3,648.18	\$ 3,830.59	\$ 4,022.13
Range 4	\$ 3,390.46	\$ 3,559.99	\$ 3,737.99	\$ 3,924.88	\$ 4,121.13
Range 5	\$ 3,477.73	\$ 3,651.62	\$ 3,834.20	\$ 4,025.91	\$ 4,227.21
Range 6	\$ 3,557.73	\$ 3,735.62	\$ 3,922.40	\$ 4,118.52	\$ 4,324.44
Range 7	\$ 3,647.91	\$ 3,830.31	\$ 4,021.82	\$ 4,222.91	\$ 4,434.06
Range 8	\$ 3,736.64	\$ 3,923.47	\$ 4,119.64	\$ 4,325.62	\$ 4,541.90
Range 9	\$ 3,828.27	\$ 4,019.68	\$ 4,220.67	\$ 4,431.70	\$ 4,653.29
Range 10	\$ 3,921.36	\$ 4,117.43	\$ 4,323.30	\$ 4,539.46	\$ 4,766.44
Range 11	\$ 4,023.17	\$ 4,224.33	\$ 4,435.55	\$ 4,657.33	\$ 4,890.19
Range 12	\$ 4,117.72	\$ 4,323.60	\$ 4,539.78	\$ 4,766.77	\$ 5,005.11
Range 13	\$ 4,220.99	\$ 4,432.04	\$ 4,653.64	\$ 4,886.32	\$ 5,130.64
Range 14	\$ 4,322.80	\$ 4,538.94	\$ 4,765.89	\$ 5,004.19	\$ 5,254.39
Range 15	\$ 4,434.80	\$ 4,656.54	\$ 4,889.37	\$ 5,133.84	\$ 5,390.53
Range 16	\$ 4,538.07	\$ 4,764.97	\$ 5,003.22	\$ 5,253.38	\$ 5,516.05
Range 17	\$ 4,654.43	\$ 4,887.15	\$ 5,131.51	\$ 5,388.09	\$ 5,657.49
Range 18	\$ 4,764.97	\$ 5,003.22	\$ 5,253.38	\$ 5,516.05	\$ 5,791.86
Range 19	\$ 4,891.52	\$ 5,136.09	\$ 5,392.90	\$ 5,662.54	\$ 5,945.67
Range 20	\$ 5,003.51	\$ 5,253.69	\$ 5,516.37	\$ 5,792.19	\$ 6,081.80
Range 21	\$ 5,128.60	\$ 5,385.03	\$ 5,654.28	\$ 5,937.00	\$ 6,233.85
Range 22	\$ 5,258.05	\$ 5,520.96	\$ 5,797.00	\$ 6,086.85	\$ 6,391.20
Range 23	\$ 5,393.32	\$ 5,662.99	\$ 5,946.14	\$ 6,243.45	\$ 6,555.62
Range 24	\$ 5,521.32	\$ 5,797.39	\$ 6,087.26	\$ 6,391.62	\$ 6,711.20
Range 25	\$ 5,656.59	\$ 5,939.42	\$ 6,236.39	\$ 6,548.21	\$ 6,875.62
Range 26	\$ 5,793.31	\$ 6,082.98	\$ 6,387.13	\$ 6,706.48	\$ 7,041.81
Range 27	\$ 5,943.13	\$ 6,240.28	\$ 6,552.30	\$ 6,879.91	\$ 7,223.91
Range 28	\$ 6,087.12	\$ 6,391.48	\$ 6,711.05	\$ 7,046.61	\$ 7,398.94
Range 29	\$ 6,238.39	\$ 6,550.31	\$ 6,877.83	\$ 7,221.72	\$ 7,582.81
Range 30	\$ 6,382.39	\$ 6,701.51	\$ 7,036.58	\$ 7,388.41	\$ 7,757.83
Range 31	\$ 6,549.66	\$ 6,877.14	\$ 7,221.00	\$ 7,582.05	\$ 7,961.15
Range 32	\$ 6,699.47	\$ 7,034.45	\$ 7,386.17	\$ 7,755.48	\$ 8,143.25
Range 33	\$ 6,875.47	\$ 7,219.24	\$ 7,580.20	\$ 7,959.21	\$ 8,357.18
Range 34	\$ 7,036.92	\$ 7,388.77	\$ 7,758.20	\$ 8,146.11	\$ 8,553.42
Range 35	\$ 7,215.82	\$ 7,576.62	\$ 7,955.45	\$ 8,353.22	\$ 8,770.88
Range 36	\$ 7,386.00	\$ 7,755.30	\$ 8,143.07	\$ 8,550.22	\$ 8,977.73
Range 37	\$ 7,579.45	\$ 7,958.42	\$ 8,356.35	\$ 8,774.16	\$ 9,212.87
Range 38	\$ 7,755.45	\$ 8,143.22	\$ 8,550.38	\$ 8,977.90	\$ 9,426.79
Range 39	\$ 7,954.72	\$ 8,352.45	\$ 8,770.07	\$ 9,208.58	\$ 9,669.01
Range 40	\$ 8,142.35	\$ 8,549.46	\$ 8,976.94	\$ 9,425.78	\$ 9,897.07
Range 41	\$ 8,353.25	\$ 8,770.91	\$ 9,209.46	\$ 9,669.93	\$ 10,153.43
Range 42	\$ 8,548.16	\$ 8,975.56	\$ 9,424.34	\$ 9,895.56	\$ 10,390.34
Range 43	\$ 8,770.70	\$ 9,209.23	\$ 9,669.69	\$ 10,153.18	\$ 10,660.83
Range 44	\$ 8,975.78	\$ 9,424.57	\$ 9,895.80	\$ 10,390.59	\$ 10,910.12

**Employee Anniversary Increments:**

Anniversary increments in the amount of \$109.06 shall be added to the monthly compensation of full-time classified employees upon completion of the 7th, 10th, 15th, 20th, and 25th years of service. This formula yields the following dollar values which shall be added to the monthly compensation of classified employees:

7 years of service:	\$109.06
10 years of service:	\$218.12
15 years of service:	\$327.18
20 years of service:	\$436.24
25 years of service:	\$545.30

**Night Shift Pay Differential:**

Unit members who regularly work more than fifty (50) percent of their assigned duty time after six (6) p.m. will be compensated by an additional five (5) percent pay differential.

**Bilingual Stipend:**

Positions which have been designated as bilingual and for which there is not a specific minimum requirement of bilingual skill for all incumbents of the class shall receive a stipend of three (3) percent.

**Classified Substitute Pay:**

Classified substitutes will be paid at Step A of the salary range of the classification they will be working. Retiree substitutes will be paid at the step and range they retired from if substituting within the same classification.

**AVID Tutor (exempt) \$16.50 per hour**

2% increase retroactive to 07/01/2023; Board Approved 06/26/2024  
 Increase to AVID tutor to comply with minimum wage as of 01/01/2025 Board Approved 02/05/2025



	Step A	Step B	Step C	Step D	Step E
Range 1	\$ 18.17	\$ 19.08	\$ 20.03	\$ 21.03	\$ 22.08
Range 2	\$ 18.64	\$ 19.57	\$ 20.55	\$ 21.58	\$ 22.65
Range 3	\$ 19.09	\$ 20.05	\$ 21.05	\$ 22.10	\$ 23.21
Range 4	\$ 19.56	\$ 20.54	\$ 21.57	\$ 22.64	\$ 23.78
Range 5	\$ 20.06	\$ 21.07	\$ 22.12	\$ 23.23	\$ 24.39
Range 6	\$ 20.53	\$ 21.55	\$ 22.63	\$ 23.76	\$ 24.95
Range 7	\$ 21.05	\$ 22.10	\$ 23.20	\$ 24.36	\$ 25.58
Range 8	\$ 21.56	\$ 22.64	\$ 23.77	\$ 24.96	\$ 26.20
Range 9	\$ 22.09	\$ 23.19	\$ 24.35	\$ 25.57	\$ 26.85
Range 10	\$ 22.62	\$ 23.75	\$ 24.94	\$ 26.19	\$ 27.50
Range 11	\$ 23.21	\$ 24.37	\$ 25.59	\$ 26.87	\$ 28.21
Range 12	\$ 23.76	\$ 24.94	\$ 26.19	\$ 27.50	\$ 28.88
Range 13	\$ 24.35	\$ 25.57	\$ 26.85	\$ 28.19	\$ 29.60
Range 14	\$ 24.94	\$ 26.19	\$ 27.50	\$ 28.87	\$ 30.31
Range 15	\$ 25.59	\$ 26.87	\$ 28.21	\$ 29.62	\$ 31.10
Range 16	\$ 26.18	\$ 27.49	\$ 28.87	\$ 30.31	\$ 31.82
Range 17	\$ 26.85	\$ 28.20	\$ 29.61	\$ 31.09	\$ 32.64
Range 18	\$ 27.49	\$ 28.87	\$ 30.31	\$ 31.82	\$ 33.42
Range 19	\$ 28.22	\$ 29.63	\$ 31.11	\$ 32.67	\$ 34.30
Range 20	\$ 28.87	\$ 30.31	\$ 31.83	\$ 33.42	\$ 35.09
Range 21	\$ 29.59	\$ 31.07	\$ 32.62	\$ 34.25	\$ 35.97
Range 22	\$ 30.34	\$ 31.85	\$ 33.44	\$ 35.12	\$ 36.87
Range 23	\$ 31.12	\$ 32.67	\$ 34.31	\$ 36.02	\$ 37.82
Range 24	\$ 31.85	\$ 33.45	\$ 35.12	\$ 36.88	\$ 38.72
Range 25	\$ 32.63	\$ 34.27	\$ 35.98	\$ 37.78	\$ 39.67
Range 26	\$ 33.42	\$ 35.09	\$ 36.85	\$ 38.69	\$ 40.63
Range 27	\$ 34.29	\$ 36.00	\$ 37.80	\$ 39.69	\$ 41.68
Range 28	\$ 35.12	\$ 36.87	\$ 38.72	\$ 40.65	\$ 42.69
Range 29	\$ 35.99	\$ 37.79	\$ 39.68	\$ 41.66	\$ 43.75
Range 30	\$ 36.82	\$ 38.66	\$ 40.60	\$ 42.63	\$ 44.76
Range 31	\$ 37.79	\$ 39.68	\$ 41.66	\$ 43.74	\$ 45.93
Range 32	\$ 38.65	\$ 40.58	\$ 42.61	\$ 44.74	\$ 46.98
Range 33	\$ 39.67	\$ 41.65	\$ 43.73	\$ 45.92	\$ 48.22
Range 34	\$ 40.60	\$ 42.63	\$ 44.76	\$ 47.00	\$ 49.35
Range 35	\$ 41.63	\$ 43.71	\$ 45.90	\$ 48.19	\$ 50.60
Range 36	\$ 42.61	\$ 44.74	\$ 46.98	\$ 49.33	\$ 51.80
Range 37	\$ 43.73	\$ 45.91	\$ 48.21	\$ 50.62	\$ 53.15
Range 38	\$ 44.74	\$ 46.98	\$ 49.33	\$ 51.80	\$ 54.39
Range 39	\$ 45.89	\$ 48.19	\$ 50.60	\$ 53.13	\$ 55.78
Range 40	\$ 46.98	\$ 49.32	\$ 51.79	\$ 54.38	\$ 57.10
Range 41	\$ 48.19	\$ 50.60	\$ 53.13	\$ 55.79	\$ 58.58
Range 42	\$ 49.32	\$ 51.78	\$ 54.37	\$ 57.09	\$ 59.95
Range 43	\$ 50.60	\$ 53.13	\$ 55.79	\$ 58.58	\$ 61.51
Range 44	\$ 51.78	\$ 54.37	\$ 57.09	\$ 59.95	\$ 62.94

**Employee Anniversary Increments:**

Anniversary increments in the amount of \$109.06 shall be added to the monthly compensation of full-time classified employees upon completion of the 7th, 10th, 15th, 20th, and 25th years of service. This formula yields the following dollar values which shall be added to the monthly compensation of classified employees:

- 7 years of service: \$0.63
- 10 years of service: \$1.26
- 15 years of service: \$1.89
- 20 years of service: \$2.52
- 25 years of service: \$3.15

**Night Shift Pay Differential:**

Unit members who regularly work more than fifty (50) percent of their assigned duty time after six (6) p.m. will be compensated by an additional five (5) percent pay differential.

**Bilingual Stipend:**

Positions which have been designated as bilingual and for which there is not a specific minimum requirement of bilingual skill for all incumbents of the class shall receive a stipend of three (3) percent.

**Classified Substitute Pay:**

Classified substitutes will be paid at Step A of the salary range of the classification they will be working. Retiree substitutes will be paid at the step and range they retired from if substituting within the same classification.

**AVID Tutor (exempt) \$16.50 per hour**