

Oxnard Support Services Association (OSSA)
2025-26 Salary Schedule

(effective 07/01/2025)

Nurse		Days	183
	Daily Rate	Column	Anniversary
Step 1	\$ 495.94	\$ 90,757	\$ 2,142
Step 2	\$ 520.26	\$ 95,208	
Step 3	\$ 545.98	\$ 99,914	
Step 4	\$ 573.14	\$ 104,885	
Step 5	\$ 601.85	\$ 110,139	

Nurse w/Masters*		Days	183
	Daily Rate	Column	Anniversary
Step 1	\$ 558.32	\$ 102,173	\$ 2,399
Step 2	\$ 586.20	\$ 107,274	
Step 3	\$ 615.63	\$ 112,660	
Step 4	\$ 646.85	\$ 118,373	
Step 5	\$ 688.14	\$ 125,930	

School Counselor		Days	183
	Daily Rate	Column	Anniversary
Step 1	\$ 530.67	\$ 97,113	\$ 2,285
Step 2	\$ 573.01	\$ 104,861	
Step 3	\$ 615.36	\$ 112,610	
Step 4	\$ 657.69	\$ 120,358	
Step 5	\$ 700.03	\$ 128,105	

Coordinator (Nurse)		Days	210
	Daily Rate	Column	Anniversary
Step 1	\$ 596.80	\$ 125,328	\$ 2,920
Step 2	\$ 622.90	\$ 130,809	
Step 3	\$ 650.26	\$ 136,554	
Step 4	\$ 680.09	\$ 142,819	
Step 5	\$ 711.18	\$ 149,348	

Speech Therapist		Days	183
	Daily Rate	Column	Anniversary
Step 1	\$ 558.32	\$ 102,173	\$ 2,399
Step 2	\$ 586.20	\$ 107,274	
Step 3	\$ 615.63	\$ 112,660	
Step 4	\$ 646.85	\$ 118,373	
Step 5	\$ 688.14	\$ 125,930	

Psychologist		Days	195
	Daily Rate	Column	Anniversary
Step 1	\$ 603.33	\$ 117,649	\$ 2,747
Step 2	\$ 630.49	\$ 122,945	
Step 3	\$ 659.03	\$ 128,510	
Step 4	\$ 688.96	\$ 134,347	
Step 5	\$ 720.41	\$ 140,480	

Coordinator		Days	180
	Daily Rate	Column	Anniversary
Step 1	\$ 596.80	\$ 107,424	\$ 2,517
Step 2	\$ 622.90	\$ 112,122	
Step 3	\$ 650.26	\$ 117,046	
Step 4	\$ 680.09	\$ 122,417	
Step 5	\$ 711.18	\$ 128,012	

Coordinator		Days	205
	Daily Rate	Column	Anniversary
Step 1	\$ 596.80	\$ 122,344	\$ 2,853
Step 2	\$ 622.90	\$ 127,695	
Step 3	\$ 650.26	\$ 133,303	
Step 4	\$ 680.09	\$ 139,419	
Step 5	\$ 711.18	\$ 145,792	

Coordinator		Days	190
	Daily Rate	Column	Anniversary
Step 1	\$ 596.79	\$ 113,391	\$ 2,651
Step 2	\$ 622.91	\$ 118,352	
Step 3	\$ 650.26	\$ 123,550	
Step 4	\$ 680.09	\$ 129,218	
Step 5	\$ 711.17	\$ 135,123	

Behavior Specialist and Program Speciliast are on the Coordinator 190 day schedule.

Inactive Classifications:

Coordinator - GATE	180 Days
Coordinator - Reading First	180 Days
Coordinator - Title VII Prof. Develop.	180 Days
Coordinator - Prof. Develop.	225 Days
Coordinator - Educational Media Tech	225 Days
Senior Psychologist	225 Days
Senior Speech Therapist	225 Days

*Masters must be in Nursing, Public Health or Education

Anniversary increments in the amount of \$600 shall be granted at the beginning of the 9th year and 2.25% of Step 1 of the employee's salary, plus \$100 shall be granted at the beginning of the 12th, 15th, 18th, 21st, 24th, 27th, 30th, 33rd, 36th and 39th years of service to the District. An annual doctorate stipend of \$500 will be offered. An annual stipend of \$1,000 will be offered to the Senior Psychologist and the Senior Speech Therapist.

Board Approved 6/18/2025