

**OXNARD SCHOOL DISTRICT**  
**CONFIDENTIAL COMPENSATION & BENEFIT PROGRAM: 2025-26**

(effective 07/01/2025)

**Salary Schedule:** Designated Confidential Employees will be paid at the appropriate range and step of the salary schedule indicated below.

**Assignment to Step and Anniversary Increments:** Salary increments (steps) are applied annually on each employee's anniversary date until the maximum step within the assigned salary range is attained. All employees share a common anniversary date of July 1 for step movement and longevity increments. Employees hired on or before December 31 become eligible for an anniversary step increment the following July. Employees hired after December 31 become eligible for an anniversary step increment on the second July following their hire date.

<i>Position</i>	<i>Work year</i>	<i>A</i>	<i>B</i>	<i>C</i>	<i>D</i>	<i>E</i>
Executive Assistant to the Asst. Superintendent of Human Resources						
Executive Assistant to the Asst Superintendent of Ed. Services	12 Months	\$ 68,826	\$ 72,268	\$ 75,881	\$ 79,675	\$ 83,659
Executive Assistant to the Asst. Superintendent of Business Services						
Human Resources Analyst						
Administrative Assistant to Director, Certificated Human Resources	12 months	\$ 60,930	\$ 63,977	\$ 67,175	\$ 70,534	\$ 74,061

**Longevity:** Monthly Increments in the amount of \$90 shall be added to the monthly compensation of all confidential positions at the beginning of the 6th, 9th, 12th, 15th, 18th, 21st and 24th years. These increments are set at the annual values shown below.

- 6th Year: \$ 1,080
- 9th Year: \$ 2,160
- 12th Year: \$ 3,240
- 15th Year: \$ 4,320
- 18th Year: \$ 5,400
- 21th Year: \$ 6,480
- 24th Year: \$ 7,560

**Confidential Premium:** Compensation to rank and file employees who are routinely and consistently assigned to sensitive positions requiring trust and discretion will be provided a premium of \$373.

**Professional Growth:** All confidential employees of the Oxnard School District are eligible to participate in the Classified Professional Growth Award Program.

**Bilingual Stipend:** Confidential positions officially designated as bilingual by the governing board and for which there is no specific minimum requirement of bilingual skill for all incumbents of the class shall receive a differential of three percent (3%) to their base salary.

**Health and Welfare Benefits.** Effective July 1, 2025, the District will make an annual contribution of \$16,024 for all Confidential employees toward the premium for all group health insurance programs. For the 2025-26 school year, there is a temporary cap increase of \$947, made possible by savings from opt-out funds, for a temporary cap of \$16,971

- A. Medical
- B. Dental
- C. Vision
- D. Life

**Disability Retirement Under PERS:** Confidential employees with at least ten (10) years of service with the district who receive a disability retirement under PERS, shall be eligible for the same medical retirement benefits as regular retirees. The health and welfare benefits for retirees are subject to whatever modifications and specifications as may apply in future years to confidential employees on active duty.

**Health and Welfare Benefits for Retirees:** For Confidential employees employed by the District before June 30, 2012, and who retire after reaching the age of 55, the District will cover their (a) medical, (b) dental, (c) vision, and (d) life insurance premiums. To qualify, individuals must be actively enrolled in medical, dental, vision, and life insurance plans and must have worked for at least 15 years in the California Public School System, including the last eight consecutive years in the Oxnard School District. During the coverage period, dependents of the retired manager will also receive these benefits. Coverage will continue until the retiree reaches the age of 69. **Confidential Employees hired on or after July 1, 2012,** are not eligible for District-paid retiree benefits.

**Retirement Contribution Benefits:** The district shall provide confidential employees the provisions contained in Section 414(h)(2) of the Internal Revenue Code concerning the tax treatment of employee retirement contributions paid by the Oxnard School District. Exhibit 7560(A) E, addresses the specifics of this benefit.

**Professional Organization Membership:** The district shall pay directly to the organization an amount not to exceed the annual membership dues of the Association of California Administrators for confidential employees who process membership in ACSA, a professional secretarial or other appropriate professional organization approved by the Superintendent.