

OXNARD SCHOOL DISTRICT
CLASSIFIED MANAGEMENT SALARY SCHEDULE
2025-2026

(effective 07/01/2025)

This Policy and the salary schedules below shall govern the determination of compensation and benefits for all classified management positions of the Oxnard School District.

Annual Salary: An annual salary is earned during the period beginning July 1 and ending June 30.

Method of Payment: The annual salary will be divided by the number of months in which paid days occur. The total number of months of service will be paid in equal installments starting with the first month in which service occurs.

Implementation of Salary Schedule: Except as noted below, initial placement of all new management employees will be to the first step of the appropriate salary schedule for the position. A salary increment shall be granted on each anniversary date to a maximum of the third step. The anniversary date shall be each July 1 after completion of 155 days of paid status in the appropriate position.

<i>Position</i>	<i>Work Year</i>	<i>Step 1</i>	<i>Step 2</i>	<i>Step 3</i>
Chief Information Officer	12 Months	\$ 153,825	\$ 167,670	\$ 182,760
Director of Classified Human Resources Director of Fiscal Services	12 Months	\$ 148,188	\$ 161,525	\$ 176,062
Director of Facilities	12 Months	\$ 135,953	\$ 148,189	\$ 161,526
Director of Communication and Public Engagement	12 Months	\$ 123,593	\$ 134,717	\$ 146,841
MEP Maintenance & Energy Programs Manager	12 Months	\$ 123,058	\$ 134,133	\$ 146,205
Director of Purchasing Mental Health Manager	12 Months	\$ 116,597	\$ 127,091	\$ 138,529
Senior Manager, Custodial & Grounds Operations	12 Months	\$ 112,415	\$ 122,532	\$ 133,560
Director of Child Nutrition Services	12 Months	\$ 110,369	\$ 120,303	\$ 131,130
Human Resources Manager Information Technology Manager Risk Manager	12 Months	\$ 109,871	\$ 119,759	\$ 130,538
Director of Transportation	12 Months	\$ 104,167	\$ 113,542	\$ 123,760
Accounting Manager/Internal Auditor Executive Assistant to the Superintendent Senior Human Resources Analyst Web Content Analyst	12 Months	\$ 93,348	\$ 101,749	\$ 110,907
Enrollment Center Manager	12 Months	\$ 89,679	\$ 97,750	\$ 106,548
Warehouse Manager	12 Months	\$ 82,374	\$ 89,787	\$ 97,868
Custodial Services Supervisor Grounds Supervisor Maintenance Manager	12 Months	\$ 80,700	\$ 87,963	\$ 95,879
Assistant Director of Child Nutrition Services	12 Months	\$ 77,710	\$ 84,704	\$ 92,328

Anniversary increments: Shall be added to the salary schedule of all management positions at the beginning of the 6th, 9th, 12th, 15th, 18th, 21st, and 24th years of service. These increments are set at the dollar values shown below. The dollar values for anniversary increments shall automatically adjust based on future salary adjustments.

6th Year:	\$ 1,918
9th Year:	\$ 3,835
12th Year:	\$ 5,753
15th Year:	\$ 7,670
18th Year:	\$ 9,588
21th Year:	\$ 11,504
24th Year:	\$ 13,422

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Stipend for Doctorate: An annual stipend of \$1,000 shall be granted to management staff with an earned doctorate degree.

Travel Mileage Allowance: Classified management positions shall receive a yearly stipend of \$750 as a travel mileage allowance, which is provided as part of their duties for attending travel within the district boundaries.

Credit for Out of District Management Experience: Classified management personnel will receive one-half longevity credit for management experience in other Local Educational Agencies (LEAs). This credit is only applicable to anniversary increments.

When an employee is promoted to a position offering a higher annual salary maximum, the employee shall be placed on the salary step of that corresponds to a per diem rate increase. The Board of Trustees retains the authority to approve placement up to and including the third step based on acceptable and equivalent prior experience.

Vacation Days: Management employees shall be granted additional vacation days based on years of management service to the Oxnard School District as scheduled below:

Management Service	Vacation Days
Years 1-3	22
Years 4-7	23
Years 8-11	24
Years 12-15	25
Years 16+	26

Health and Welfare Benefits. Effective July 1, 2025, the District will make an annual contribution of \$16,024 for all Classified Management 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 annual cap of \$16,971

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

Health and Welfare Benefits for Retirees: Classified Managers employed by the District before June 30, 2012, who retire at age 55 or older, shall have their (a) medical, (b) dental, (c) vision, and (d) life insurance premiums covered by the District. Eligibility requires active enrollment in medical, dental, vision, and life insurance plans, along with a minimum of 15 years of service in the California Public School System, including the last eight consecutive years in the Oxnard School District. Throughout the coverage period, dependents of the retired manager will also receive these benefits. Coverage will continue until the retiree reaches age 69. **Classified Managers hired after July 1, 2012,** are not eligible for District-paid retiree benefits.

Retirement Contribution Benefits: The District shall provide Classified Management the benefits outlined in Section 414(h)(2) of the Internal Revenue Code regarding the tax treatment of employee retirement contributions made by the Oxnard School District. Details regarding this benefit are provided in Exhibits 7200(F) E and 7200(G) E.

Professional Organization Membership: Upon receipt of an annual written request and timely processing of membership by the employee, the District will cover the membership dues of Classified Managers for the Association of California School Administrators (ACSA) or any other appropriate professional organization approved by the Superintendent.

Board Approved 6/18/2025