

Oxnard Support Services Association (OSSA)

2025-26 Salary Schedule

(effective 07/01/2025)

1.5% on schedule salary increase retro to 7/1/2025, board approved 5/20/2026

Nurse		Days	183
	Daily Rate	Column	Anniversary
Step 1	\$ 503.38	\$ 92,118	\$ 2,173
Step 2	\$ 528.07	\$ 96,636	
Step 3	\$ 554.17	\$ 101,413	
Step 4	\$ 581.74	\$ 106,458	
Step 5	\$ 610.88	\$ 111,791	

Nurse w/Masters*		Days	183
	Daily Rate	Column	Anniversary
Step 1	\$ 566.70	\$ 103,706	\$ 2,433
Step 2	\$ 594.99	\$ 108,884	
Step 3	\$ 624.86	\$ 114,350	
Step 4	\$ 656.55	\$ 120,149	
Step 5	\$ 698.46	\$ 127,819	

School Counselor		Days	183
	Daily Rate	Column	Anniversary
Step 1	\$ 538.63	\$ 98,570	\$ 2,318
Step 2	\$ 581.61	\$ 106,434	
Step 3	\$ 624.58	\$ 114,299	
Step 4	\$ 667.56	\$ 122,163	
Step 5	\$ 710.52	\$ 130,026	

Coordinator (Nurse)		Days	210
	Daily Rate	Column	Anniversary
Step 1	\$ 605.75	\$ 127,208	\$ 2,962
Step 2	\$ 632.24	\$ 132,771	
Step 3	\$ 660.01	\$ 138,602	
Step 4	\$ 690.30	\$ 144,962	
Step 5	\$ 721.85	\$ 151,589	

Speech Therapist		Days	183
	Daily Rate	Column	Anniversary
Step 1	\$ 566.70	\$ 103,706	\$ 2,433
Step 2	\$ 594.99	\$ 108,884	
Step 3	\$ 624.86	\$ 114,350	
Step 4	\$ 656.55	\$ 120,149	
Step 5	\$ 698.46	\$ 127,819	

Psychologist		Days	195
	Daily Rate	Column	Anniversary
Step 1	\$ 612.38	\$ 119,414	\$ 2,787
Step 2	\$ 639.94	\$ 124,789	
Step 3	\$ 668.91	\$ 130,437	
Step 4	\$ 699.29	\$ 136,362	
Step 5	\$ 731.22	\$ 142,587	

Coordinator		Days	180
	Daily Rate	Column	Anniversary
Step 1	\$ 605.76	\$ 109,036	\$ 2,553
Step 2	\$ 632.24	\$ 113,804	
Step 3	\$ 660.01	\$ 118,802	
Step 4	\$ 690.30	\$ 124,254	
Step 5	\$ 721.84	\$ 129,932	

Coordinator		Days	205
	Daily Rate	Column	Anniversary
Step 1	\$ 605.75	\$ 124,179	\$ 2,894
Step 2	\$ 632.25	\$ 129,611	
Step 3	\$ 660.01	\$ 135,302	
Step 4	\$ 690.29	\$ 141,510	
Step 5	\$ 721.85	\$ 147,979	

Coordinator		Days	190
	Daily Rate	Column	Anniversary
Step 1	\$ 605.75	\$ 115,092	\$ 2,690
Step 2	\$ 632.25	\$ 120,127	
Step 3	\$ 660.02	\$ 125,403	
Step 4	\$ 690.29	\$ 131,156	
Step 5	\$ 721.84	\$ 137,150	

Behavior Specialist and Program Specialist 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.