

OXNARD SCHOOL DISTRICT

1051 South "A" Street • Oxnard, California 93030 • (805) 385-1501



THE PERSONNEL COMMISSION
SUPPORTING EDUCATION THROUGH MERIT

PERSONNEL COMMISSION MEMBERS

Mr. Ernest Morrison, Chair
Mr. Denis O'Leary, Vice Chair
Mr. Paul Robinson, Member

AGENDA

REGULAR MEETING

Thursday, June 11, 2026

3:30 p.m. Regular Meeting

Board Room of the ESC

1051 South A Street, Oxnard, CA 93030

REGULAR MEETING

Note: In accordance with the requirements of the Americans with Disabilities Act and related federal regulations, individuals who require special accommodation, including but not limited to an American Sign Language interpreter, accessible seating or documentation in accessible formats, should contact the Personnel Commission before the meeting date. Any materials relating to an agenda item that are distributed less than 72 hours prior to a meeting are available at the Personnel Commission Office located at 1051 South "A" Street, Oxnard, California 93030

Section A: ORDER OF BUSINESS

A.1 Call Meeting To Order

A.2 Roll Call

A.3 Adoption of the Agenda

A.4 Approval of Minutes for April 9th, 2026 meeting (Pages 4-9)

Section B: COMMENTS BY THE PUBLIC

Public Comment provides the public an opportunity to address the Personnel Commission (“Commission”) on non-agenda items. Speakers are requested to limit their remarks to three (3) minutes. The Commission shall limit the total time for Public Comment on each subject to fifteen (15) minutes. The Commission may not deliberate or take any action on items raised during this portion of the meeting.

Section C: ACTION ITEMS

C.1 New Classification - Behavior Support Coach (Pages 10-16)

The Personnel Commission will consider the New Classification - Behavior Support Coach

C.2 New Classification - Educational Assessment & Data Systems Specialist (Pages 17-23)

The Personnel Commission will consider the New Classification - Educational Assessment & Data Systems Specialist

C.3 Eligibility Lists (Pages 24-31)

The Personnel Commission will review certification of eligibility lists.

Section D: REPORTS/OTHER INFORMATION/DISCUSSION ITEMS

These items are presented for information or study only, no action will be taken.

D.1 Personnel Actions (Pages 32-34)

The Personnel Commission will receive a list of various personnel actions that relate to the transfer, retirement, or other action affecting classified personnel.

D.2 Report by CSEA

CSEA may report on Human Resources issues of interest to the Personnel Commission.

D.3 Report by Assistant Superintendent, Human Resources

The Assistant Superintendent, Human Resources, may report on Human Resources issues of interest to the Personnel Commission.

D.4 Director's Report

The Director of Classified Human Resources will report on staff management, current recruitments, and other matters.

D.5 Future Agenda Items

The Commissioners and Director of Classified Human Resources will discuss any Commissioner requests for items to be added to future agendas.

D.6 Report by Commissioners

The Commissioners will report on issues concerning Commission administration.

Section E: CLOSED SESSION PUBLIC PARTICIPATION/COMMENTS

Persons wishing to address the Personnel Commission on an agenda item identified in the Closed Session agenda may address the Personnel Commission

Section F: CLOSED SESSION

The Personnel Commission will convene to closed session for the following items:

F.1 Pursuant to Section 54957 of the Government Code, the Commission will consider a personnel matter concerning:

- Public Employee Evaluation: Director, Classified Human Resources.

F.2 Reconvene to open session and report out of closed session.

The Commission will report on any action taken in closed session.

Section G: ADJOURNMENT

OXNARD SCHOOL DISTRICT

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THE PERSONNEL COMMISSION
SUPPORTING EDUCATION THROUGH MERIT

PERSONNEL COMMISSION MEMBERS

Mr. Ernest Morrison, Chair
Mr. Denis O'Leary, Vice Chair
Mr. Paul Robinson, Member

MINUTES
REGULAR MEETING
Thursday, May 14, 2026

3:30 p.m. Regular Meeting
PTC Room of the ESC
1051 South A Street, Oxnard, CA 93030

REGULAR MEETING

Note: In accordance with the requirements of the Americans with Disabilities Act and related federal regulations, individuals who require special accommodation, including but not limited to an American Sign Language interpreter, accessible seating or documentation in accessible formats, should contact the Personnel Commission before the meeting date. Any materials relating to an agenda item that are distributed less than 72 hours prior to a meeting are available at the Personnel Commission Office located at 1051 South "A" Street, Oxnard, California 93030

Section A: ORDER OF BUSINESS

A.1 Call Meeting To Order

The Personnel Commission of the Oxnard School District met for a regular meeting on Thursday, May 14, 2026 in the PTC Room of the ESC, 1051 South A Street, Oxnard, CA. The meeting was called to order by Chairman Morrison at 3:31 p.m.

A.2 Roll Call

Commissioners: Ernest Morrison, Chairman of the Personnel Commission; Denis O'Leary, Vice Chair of the Personnel Commission; Absent (Excused), Paul Robinson, Member of the Personnel Commission Staff: Dr. Adalberto Fuentes, Director, Classified of Human Resources; Tanya Ventura, Human Resources Analyst; Mireya Rosales, Administrative Assistant

Guests: Victor Centeno, CSEA President; Porfirio Ramirez CSEA Vice President; Juan Regalado, Maintenance Worker; Juan Carlos Reyes, Grounds Maintenance Lead; Maria Ochoa, Child Nutrition Worker II; Adriana Manzer, Attendance Accounting Technician; David Rodriguez Jr. Grounds Maintenance Specialist; Elias Rojas, Grounds Equipment Operator; Catalina Perez, School Office Manager; Marcos Lopez, Senior Manager, Maintenance and Operations; Ben Tirado, Custodial Services Supervisor; Tim Fox, Lead Custodian; Sal Gutierrez, Grounds Supervisor.

A.3 Adoption of the Agenda

The agenda of Thursday, May 14, 2026, was adopted.

Mover: Denis O'Leary

Secunder: Ernest Morrison

Moved To: Approve

Ayes: 2 - Ernest Morrison, Denis O'Leary

Absent: 1 - Paul Robinson

Motion Result: Passed

A.4 Approval of Minutes for April 9th, 2026 meeting (Pages 4-9)

The minutes of April 9th, 2026, were approved as presented.

Mover: Denis O'Leary

Secunder: Ernest Morrison

Moved To: Approve

Ayes: 2 - Ernest Morrison, Denis O'Leary

Absent: 1 - Paul Robinson

Motion Result: Passed

A.5 Study Session - Applying to Classified Positions Under a Merit System

Dr. Fuentes presented an overview of the merit system hiring process and the procedures

used to evaluate and rank candidates for eligibility lists. Commissioners and members of the public discussed the use of examinations, interview processes, and opportunities to ensure hiring practices remain objective, job related, and responsive to operational needs.

Section B: COMMENTS BY THE PUBLIC

No comments.

Section C: ACTION ITEMS

C.1 Advanced Step Placement for Claudia Solis, Payroll Technician (Page 10)

The Personnel Commission took action to approve the advanced step placement for Claudia Solis, Payroll Technician at Step B of Payroll Technician classification on the CSEA Classified Salary Schedule.

Mover: Denis O'Leary

Secunder: Ernest Morrison

Moved To: Approve as Amended

Ayes: 2 - Ernest Morrison, Denis O'Leary

Absent: 1 - Paul Robinson

Motion Result: Passed

C.2 New Classification - School Physical Therapist (Pages 11-17)

The Personnel Commission took action to approve the new classification for School Physical Therapist.

Mover: Denis O'Leary

Secunder: Ernest Morrison

Moved To: Approve

Ayes: 2 - Ernest Morrison, Denis O'Leary

Absent: 1 - Paul Robinson

Motion Result: Passed

C.3 Adoption Hearing on Budget for Fiscal Year 2026-2027 (Pages 18-24)

The Personnel Commission approved the proposed Budget for Fiscal year 2026-2027

Mover: Denis O'Leary

Secunder: Ernest Morrison

Moved To: Approve

Ayes: 2 - Ernest Morrison, Denis O'Leary

Absent: 1 - Paul Robinson

Motion Result: Passed

C.4 Eligibility Lists (Pages 25-29)

The eligibility lists of Paraeducator Special Education, Campus Assistant, Human

Resources Analyst were approved as presented.

Mover: Denis O'Leary

Seconder: Ernest Morrison

Moved To: Approve

Ayes: 2 - Ernest Morrison, Denis O'Leary

Absent: 1 - Paul Robinson

Motion Result: Passed

Section D: REPORTS/OTHER INFORMATION/DISCUSSION ITEMS

D.1 Personnel Actions (Pages 30-32)

The Personnel Commission reviewed the Personnel Actions of April 15 and May 6, 2026.

Mover: Denis O'Leary

Seconder: Ernest Morrison

Moved To: Approve

Ayes: 2 - Ernest Morrison, Denis O'Leary

Absent: 1 - Paul Robinson

Motion Result: Passed

D.2 Report by CSEA

Victor Centeno, CSEA President, shared a tentative ratified salary increase agreement of 1.5%.

D.3 Report by Assistant Superintendent, Human Resources

Dr. Scott Carroll, Assistant Superintendent, Human Resources, reported continued collaboration with CSEA on the bumping process and noted that placements for next year are finalized. He shared that ratified salary agreements involving all three associations will be presented to the Board. He also noted that work continues with CSEA on developing new job descriptions and that the current process has been effective in moving items forward.

D.4 Director's Report

Dr. Adalberto Fuentes, Director of Classified Human Resources, reported on active recruitments and shared information about the trainings he has been providing to various employee classifications. He also noted that additional training opportunities are being developed for classified staff.

D.5 Future Agenda Items

Commissioner O'Leary had no item to add at this time.

Commissioner Morrison expressed interest in ensuring alignment among Personnel Commission Rules, the Education Code, and the CSEA contract. He requested

clarification regarding which authority takes precedence when conflicts or questions arise.

D.6 Report by Commissioners

Commissioner O'Leary had no report.

Commissioner Morrison gave kudos to the CSEA President and shared how proud he is of the classified staff. He noted that, despite the challenges facing the District, the continued focus on students is what matters most and reflects why everyone is here.

Section E: CLOSED SESSION PUBLIC PARTICIPATION/COMMENTS

Section F: CLOSED SESSION

F.1 Pursuant to Section 54957 of the Government Code, the Commission will consider a personnel matter concerning:

The Commission convened into Closed Session at 5:30 p.m. for the purpose of Public Employee Evaluation: Director of Classified Human Resources.

F.2 Reconvene to open session and report out of closed session.

The Commission reconvened at 6:47 p.m. into open session and reported no action was taken in closed session.

Section G: ADJOURNMENT

There being no further business, the Commission adjourned at 6:47 pm

Dr. Adalberto Fuentes
Director, Classified Human Resources and
Secretary to the Personnel Commission

By our signature below, given on this _____ day of _____, 20____, the Personnel Commission of the Oxnard School District approves the Minutes of the Regular Meeting of May 14, 2026.

Signed:

Chair of the Personnel Commission

PERSONNEL COMMISSION AGENDA ITEM

Name of Contributor: Dr. Adalberto Fuentes

Date of Meeting: June 11, 2026

Agenda Section: Section C: Action Items

New Classification - Behavior Support Coach

The Director of Classified Human Resources met with the Director of Special Education to review behavioral support needs within the District. The proposed Behavior Support Coach classification was developed to provide advanced behavioral support, coaching, and modeling for school site staff serving students with significant behavioral needs. The position will support implementation of behavior intervention strategies, staff training, and consistent behavior practices across school sites.

Staff reviewed the proposed classification and evaluated compensation based on internal alignment, and minimum qualifications. As comparable classifications are not commonly found in other school districts, the analysis focused primarily on internal equity.

The recommended salary placement is Range 18 (\$28.46 - \$34.59). This placement is consistent with the level of responsibility, independence, and specialized support duties assigned to the position compared to other classifications in this range.

FISCAL IMPACT:

Fiscal impact \$92,866.85 and will be paid from the Special Education Fund.

RECOMMENDATION:

Staff recommend that the Personnel Commission take action to approve the new job classification and recommended salary range 18 (\$28.46 - \$34.59) for the Behavior Support Coach classification.

ADDITIONAL MATERIALS:

Attached: [Behavior Support Coach - JD NEW.pdf](#)
[CSEA 26-27 Schedule 6.2026.pdf](#)



OXNARD SCHOOL DISTRICT

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JOB DESCRIPTION

Behavior Support Coach

Purpose of Position

Provides advanced behavioral support, modeling, and coaching to school site staff serving students with significant behavioral needs. Assists with implementing and refining behavior intervention strategies and plans in accordance with Individualized Education Programs (IEPs) and District guidelines. Promotes consistent behavior practices to improve student safety, regulation, and access to instruction.

Supervision

- Receives supervision from the Director of Special Education or designee.
- Provides guidance and support to paraeducators and instructional staff in implementing behavior intervention strategies and data collection practices.
- This position has no formal supervisory responsibilities.

Essential Functions

Job descriptions are intended to present a descriptive list of the range of job functions performed by employees in the class. Job descriptions are not intended to reflect all duties and tasks performed within the job.

1. Provides advanced behavioral support and guidance to school site staff serving students with significant behavioral needs.
2. Trains staff in collaboration with school/district teams in behavior intervention strategies, reinforcement techniques, and data collection practices.
3. Models behavior intervention strategies, structured supports, and de-escalation techniques in classroom and instructional settings.
4. Assists staff in implementing Tier II and Tier III positive behavior support strategies.
5. Conducts student observations and collects behavioral data in the classroom setting to support implementation and monitoring of established behavior intervention strategies
6. Reviews behavioral data with staff to support consistent implementation and monitoring of established behavior intervention strategies.
7. Provides coaching and feedback to paraeducators and instructional staff to promote consistent implementation of behavior supports.
8. Observes classroom routines and recommends structured support to reduce behavioral escalation and improve student engagement.
9. Responds to behavioral incidents as assigned to support de-escalation efforts and assist with post-incident review.
10. Participates in IEP and student support meetings to provide input regarding implementation of behavior supports and observed student progress.
11. Supports implementation of crisis prevention and intervention practices consistent with District protocols.

12. Assists in maintaining documentation related to behavioral support and intervention activities.
13. Provides short-term support in varied school settings, including transportation environments, to model and reinforce consistent behavior practices.
14. Performs related duties as assigned.

Minimum Qualifications

Knowledge of:

1. Behavior intervention principles and positive behavior supports.
2. Multi-tiered systems of support (MTSS).
3. Federal and state special education laws related to behavioral supports, including IDEA.
4. Behavioral data collection and progress monitoring practices.

Skills in:

1. Reviewing behavioral data to support intervention implementation and adjustments.
2. Implementing behavior support strategies and structured supports.
3. Modeling behavior intervention and de-escalation techniques.
4. Providing coaching and feedback to instructional staff.
5. Using standard office software and data systems.

Ability to:

1. Assess behavioral situations and determine appropriate responses.
2. Build and maintain cooperative working relationships.
3. Communicate clearly in oral and written form.
4. Work independently and as part of a multidisciplinary team.
5. Maintain confidentiality of sensitive information.
6. Learn and apply new practices and procedures related to the position.

Education and Experience

An Associate degree from an accredited college or university in psychology, child development, special education, or a closely related field. A Bachelor's degree is desirable.

Two (2) years of experience supporting students with behavioral needs, including experience implementing behavior intervention strategies and supporting behavior intervention plans, is desirable. At least one (1) year of the experience must have been in a school or educational setting.

Licenses and Other Requirements

A valid California driver's license and evidence of insurability are required. Valid First Aid and CPR certifications are required. Certification in a District-approved Nonviolent Crisis Prevention and Intervention (NCPI) program must be obtained within three (3) months of employment. All required licenses and certifications must remain current as a condition of continued employment.

Physical Requirements

Employees in this classification must be able to stand, walk, and sit for extended periods; bend, stoop, kneel, and reach; lift and carry up to 40 lbs. unassisted, and more with assistance; use hands and fingers repetitively; speak clearly; hear normal voice conversation; and see to observe student behavior and review written materials. Employees must be able to respond to behavioral incidents in classroom and school environments.

Working Environment

Employees in this classification work in classroom, school site, and office environments with frequent interruptions, changing priorities, and travel between assigned sites. The position may involve exposure to students exhibiting aggressive or self-injurious behaviors and to bodily fluids associated with behavioral or health incidents. Work requires collaboration with administrators, certificated staff, and multidisciplinary teams.

FLSA Status: Non-Exempt

Approved:

Revised:



2026-2027 Active Classifications w/ Salary Ranges

Oxnard School District

RANGE CHILD NUTRITION SERVICES

- 22 District Chef
- 17 Child Nutrition Services Operations Specialist
- 16 Child Nutrition Cafeteria Coordinator
- 10 Child Nutrition Worker II (Cook)
- 7 Child Nutrition Worker

RANGE CLERICAL SUPPORT

- 26 Educational Assessment & Data Systems Specialist
- 20 Attendance Accounting Specialist II
- 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
- 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
- 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
- 14 District Translator

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
- 43 School Physical Therapist
- 29 Music Instructor
- 29 Arts Instructor
- 27 Paraeducator - Hearing Impaired (Sign Language)
- 26 Speech-Language Pathology Assistant
- 18 Health Care Technician
- 18 Adaptive Technology Specialist
- 18 Behavior Support Coach
- 12 Paraeducator - Special Education
- 9 Paraeducator - Hearing Impaired (Oral Speech)
- 7 Expanded Learning Specialist
- 6 Infant Program Assistant
- 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 Painter
- 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
- 32 Site Technology Coordinator
- 28 Information Technology 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

- \$18.53 AVID Tutors



(effective 07/01/2026)

	Step A	Step B	Step C	Step D	Step E
Range 1	\$ 3,260.17	\$ 3,423.18	\$ 3,594.34	\$ 3,774.06	\$ 3,962.76
Range 2	\$ 3,344.50	\$ 3,511.73	\$ 3,687.31	\$ 3,871.68	\$ 4,065.26
Range 3	\$ 3,425.82	\$ 3,597.11	\$ 3,776.96	\$ 3,965.81	\$ 4,164.10
Range 4	\$ 3,510.15	\$ 3,685.65	\$ 3,869.94	\$ 4,063.43	\$ 4,266.60
Range 5	\$ 3,600.50	\$ 3,780.52	\$ 3,969.55	\$ 4,168.03	\$ 4,376.43
Range 6	\$ 3,683.32	\$ 3,867.49	\$ 4,060.86	\$ 4,263.90	\$ 4,477.10
Range 7	\$ 3,776.68	\$ 3,965.52	\$ 4,163.79	\$ 4,371.98	\$ 4,590.58
Range 8	\$ 3,868.54	\$ 4,061.97	\$ 4,265.06	\$ 4,478.32	\$ 4,702.23
Range 9	\$ 3,963.41	\$ 4,161.58	\$ 4,369.66	\$ 4,588.14	\$ 4,817.55
Range 10	\$ 4,059.78	\$ 4,262.77	\$ 4,475.91	\$ 4,699.71	\$ 4,934.69
Range 11	\$ 4,165.19	\$ 4,373.45	\$ 4,592.12	\$ 4,821.73	\$ 5,062.82
Range 12	\$ 4,263.07	\$ 4,476.23	\$ 4,700.04	\$ 4,935.04	\$ 5,181.79
Range 13	\$ 4,369.99	\$ 4,588.49	\$ 4,817.91	\$ 5,058.81	\$ 5,311.75
Range 14	\$ 4,475.40	\$ 4,699.17	\$ 4,934.13	\$ 5,180.83	\$ 5,439.88
Range 15	\$ 4,591.35	\$ 4,820.92	\$ 5,061.96	\$ 5,315.06	\$ 5,580.81
Range 16	\$ 4,698.27	\$ 4,933.18	\$ 5,179.84	\$ 5,438.83	\$ 5,710.77
Range 17	\$ 4,818.73	\$ 5,059.67	\$ 5,312.65	\$ 5,578.29	\$ 5,857.20
Range 18	\$ 4,933.18	\$ 5,179.84	\$ 5,438.83	\$ 5,710.77	\$ 5,996.31
Range 19	\$ 5,064.19	\$ 5,317.40	\$ 5,583.27	\$ 5,862.43	\$ 6,155.55
Range 20	\$ 5,180.14	\$ 5,439.15	\$ 5,711.10	\$ 5,996.66	\$ 6,296.49
Range 21	\$ 5,309.64	\$ 5,575.12	\$ 5,853.88	\$ 6,146.57	\$ 6,453.90
Range 22	\$ 5,443.66	\$ 5,715.85	\$ 6,001.64	\$ 6,301.72	\$ 6,616.81
Range 23	\$ 5,583.71	\$ 5,862.89	\$ 6,156.04	\$ 6,463.84	\$ 6,787.03
Range 24	\$ 5,716.22	\$ 6,002.03	\$ 6,302.14	\$ 6,617.24	\$ 6,948.10
Range 25	\$ 5,856.27	\$ 6,149.08	\$ 6,456.53	\$ 6,779.36	\$ 7,118.33
Range 26	\$ 5,997.82	\$ 6,297.71	\$ 6,612.59	\$ 6,943.22	\$ 7,290.38
Range 27	\$ 6,152.92	\$ 6,460.57	\$ 6,783.59	\$ 7,122.77	\$ 7,478.91
Range 28	\$ 6,302.00	\$ 6,617.10	\$ 6,947.95	\$ 7,295.35	\$ 7,660.12
Range 29	\$ 6,458.61	\$ 6,781.54	\$ 7,120.62	\$ 7,476.65	\$ 7,850.48
Range 30	\$ 6,607.69	\$ 6,938.07	\$ 7,284.98	\$ 7,649.23	\$ 8,031.69
Range 31	\$ 6,780.86	\$ 7,119.90	\$ 7,475.90	\$ 7,849.69	\$ 8,242.18
Range 32	\$ 6,935.96	\$ 7,282.76	\$ 7,646.90	\$ 8,029.25	\$ 8,430.71
Range 33	\$ 7,118.17	\$ 7,474.08	\$ 7,847.79	\$ 8,240.17	\$ 8,652.18
Range 34	\$ 7,285.32	\$ 7,649.59	\$ 8,032.07	\$ 8,433.67	\$ 8,855.36
Range 35	\$ 7,470.54	\$ 7,844.07	\$ 8,236.27	\$ 8,648.09	\$ 9,080.49
Range 36	\$ 7,646.73	\$ 8,029.06	\$ 8,430.52	\$ 8,852.04	\$ 9,294.65
Range 37	\$ 7,847.01	\$ 8,239.36	\$ 8,651.32	\$ 9,083.89	\$ 9,538.09
Range 38	\$ 8,029.21	\$ 8,430.68	\$ 8,852.21	\$ 9,294.82	\$ 9,759.56
Range 39	\$ 8,235.52	\$ 8,647.29	\$ 9,079.66	\$ 9,533.64	\$ 10,010.32
Range 40	\$ 8,429.77	\$ 8,851.26	\$ 9,293.82	\$ 9,758.51	\$ 10,246.44
Range 41	\$ 8,648.12	\$ 9,080.53	\$ 9,534.55	\$ 10,011.28	\$ 10,511.84
Range 42	\$ 8,849.91	\$ 9,292.40	\$ 9,757.02	\$ 10,244.87	\$ 10,757.12
Range 43	\$ 9,080.30	\$ 9,534.32	\$ 10,011.03	\$ 10,511.58	\$ 11,037.16
Range 44	\$ 9,292.63	\$ 9,757.26	\$ 10,245.12	\$ 10,757.38	\$ 11,295.25

Employee Anniversary Increments:

Anniversary increments in the amount of \$112.92 shall be added to the monthly compensation of full-time classified employees at the beginning of the 7th, 10th, 15th, 20th, 25th and 30th years of service. The dollar values for anniversary increments shall automatically adjust based on future salary adjustments. This formula yields the following dollar values which shall be added to the monthly compensation of classified employees:

- 7 years of service: \$112.92
- 10 years of service: \$225.84
- 15 years of service: \$338.76
- 20 years of service: \$451.68
- 25 years of service: \$564.60
- 30 years of service: \$677.52

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.



(effective 07/01/2026)

	Step A	Step B	Step C	Step D	Step E
Range 1	\$ 18.81	\$ 19.75	\$ 20.74	\$ 21.77	\$ 22.86
Range 2	\$ 19.30	\$ 20.26	\$ 21.27	\$ 22.34	\$ 23.45
Range 3	\$ 19.76	\$ 20.75	\$ 21.79	\$ 22.88	\$ 24.02
Range 4	\$ 20.25	\$ 21.26	\$ 22.33	\$ 23.44	\$ 24.62
Range 5	\$ 20.77	\$ 21.81	\$ 22.90	\$ 24.05	\$ 25.25
Range 6	\$ 21.25	\$ 22.31	\$ 23.43	\$ 24.60	\$ 25.83
Range 7	\$ 21.79	\$ 22.88	\$ 24.02	\$ 25.22	\$ 26.48
Range 8	\$ 22.32	\$ 23.43	\$ 24.61	\$ 25.84	\$ 27.13
Range 9	\$ 22.87	\$ 24.01	\$ 25.21	\$ 26.47	\$ 27.79
Range 10	\$ 23.42	\$ 24.59	\$ 25.82	\$ 27.11	\$ 28.47
Range 11	\$ 24.03	\$ 25.23	\$ 26.49	\$ 27.82	\$ 29.21
Range 12	\$ 24.60	\$ 25.82	\$ 27.12	\$ 28.47	\$ 29.90
Range 13	\$ 25.21	\$ 26.47	\$ 27.80	\$ 29.19	\$ 30.65
Range 14	\$ 25.82	\$ 27.11	\$ 28.47	\$ 29.89	\$ 31.38
Range 15	\$ 26.49	\$ 27.81	\$ 29.20	\$ 30.66	\$ 32.20
Range 16	\$ 27.11	\$ 28.46	\$ 29.88	\$ 31.38	\$ 32.95
Range 17	\$ 27.80	\$ 29.19	\$ 30.65	\$ 32.18	\$ 33.79
Range 18	\$ 28.46	\$ 29.88	\$ 31.38	\$ 32.95	\$ 34.59
Range 19	\$ 29.22	\$ 30.68	\$ 32.21	\$ 33.82	\$ 35.51
Range 20	\$ 29.89	\$ 31.38	\$ 32.95	\$ 34.60	\$ 36.33
Range 21	\$ 30.63	\$ 32.16	\$ 33.77	\$ 35.46	\$ 37.23
Range 22	\$ 31.41	\$ 32.98	\$ 34.63	\$ 36.36	\$ 38.17
Range 23	\$ 32.21	\$ 33.83	\$ 35.52	\$ 37.29	\$ 39.16
Range 24	\$ 32.98	\$ 34.63	\$ 36.36	\$ 38.18	\$ 40.09
Range 25	\$ 33.79	\$ 35.48	\$ 37.25	\$ 39.11	\$ 41.07
Range 26	\$ 34.60	\$ 36.33	\$ 38.15	\$ 40.06	\$ 42.06
Range 27	\$ 35.50	\$ 37.27	\$ 39.14	\$ 41.09	\$ 43.15
Range 28	\$ 36.36	\$ 38.18	\$ 40.09	\$ 42.09	\$ 44.19
Range 29	\$ 37.26	\$ 39.13	\$ 41.08	\$ 43.14	\$ 45.29
Range 30	\$ 38.12	\$ 40.03	\$ 42.03	\$ 44.13	\$ 46.34
Range 31	\$ 39.12	\$ 41.08	\$ 43.13	\$ 45.29	\$ 47.55
Range 32	\$ 40.02	\$ 42.02	\$ 44.12	\$ 46.32	\$ 48.64
Range 33	\$ 41.07	\$ 43.12	\$ 45.28	\$ 47.54	\$ 49.92
Range 34	\$ 42.03	\$ 44.13	\$ 46.34	\$ 48.66	\$ 51.09
Range 35	\$ 43.10	\$ 45.26	\$ 47.52	\$ 49.89	\$ 52.39
Range 36	\$ 44.12	\$ 46.32	\$ 48.64	\$ 51.07	\$ 53.62
Range 37	\$ 45.27	\$ 47.54	\$ 49.91	\$ 52.41	\$ 55.03
Range 38	\$ 46.32	\$ 48.64	\$ 51.07	\$ 53.62	\$ 56.31
Range 39	\$ 47.51	\$ 49.89	\$ 52.38	\$ 55.00	\$ 57.75
Range 40	\$ 48.63	\$ 51.07	\$ 53.62	\$ 56.30	\$ 59.12
Range 41	\$ 49.89	\$ 52.39	\$ 55.01	\$ 57.76	\$ 60.65
Range 42	\$ 51.06	\$ 53.61	\$ 56.29	\$ 59.11	\$ 62.06
Range 43	\$ 52.39	\$ 55.01	\$ 57.76	\$ 60.64	\$ 63.68
Range 44	\$ 53.61	\$ 56.29	\$ 59.11	\$ 62.06	\$ 65.17

Employee Anniversary Increments:

Anniversary increments in the amount of \$112.92 shall be added to the monthly compensation of full-time classified employees at the beginning of the 7th, 10th, 15th, 20th, 25th and 30th years of service. The dollar values for anniversary increments shall automatically adjust based on future salary adjustments. This formula yields the following dollar values which shall be added to the monthly compensation of classified employees:

7 years of service:	\$0.65
10 years of service:	\$1.30
15 years of service:	\$1.95
20 years of service:	\$2.61
25 years of service:	\$3.26
30 years of service:	\$3.91

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.

PERSONNEL COMMISSION AGENDA ITEM

Name of Contributor: Dr. Adalberto Fuentes

Date of Meeting: June 11, 2026

Agenda Section: Section C: Action Items

New Classification - Educational Assessment & Data Systems Specialist

The Director of Classified Human Resources met with the Director of School Performance and Student Outcomes to review the District's assessment and data reporting needs. The proposed Educational Assessment & Data Systems Specialist classification is intended to replace the current District Testing and Assessment Coordinator position.

Over time, the scope of assessment work has evolved significantly. While the current classification primarily focuses on testing coordination and administration, the District's needs now require advanced data analysis, reporting, system coordination, and support for instructional decision making. The proposed classification reflects these expanded responsibilities and aligns with current assessment and accountability practices utilized throughout California school districts.

Staff conducted a compensation study of comparable positions in other school districts and reviewed internal alignment with District classifications. Based on these findings, staff recommend salary range 26 (\$34.60 - \$42.06) as appropriate and consistent with both market data and internal equity.

FISCAL IMPACT:

Fiscal impact \$131,917.07 and will be paid from the General Fund.

RECOMMENDATION:

Staff recommend that the Personnel Commission take action to approve the new job classification and recommended salary range 26 (\$34.60 - \$42.06) for the Educational Assessment & Data Systems Specialist classification.

ADDITIONAL MATERIALS:

Attached: [Educational Assessment Data Systems Specialist - JD NEW.pdf](#)
[CSEA 26-27 Schedule 6.2026.pdf](#)



OXNARD SCHOOL DISTRICT

1051 South "A" Street • Oxnard, California 93030 • 805/385-1501 • www.oxnardsd.org

JOB DESCRIPTION

Educational Assessment & Data Systems Specialist

Purpose of Position

Performs specialized data management and reporting duties to support Educational Services assessment programs. Coordinates state and local student assessment administration processes, including data collection, validation, and reporting. Extracts, compiles, and formats data from student information and assessment systems to produce reports, dashboards, and presentations supporting instructional planning, accountability, and decision-making. Serves as a subject matter expert in Educational Services assessment data systems and ensures information is accessible, accurate, and useful for schools and District leadership.

Supervision

- Receives supervision from the Assistant Superintendent of Educational Services or designee.
- This position has no formal supervisory responsibilities.

Essential Functions

Job descriptions are intended to present a descriptive list of the range of job functions performed by employees in the class. Job descriptions are not intended to reflect all duties and tasks performed within the job.

1. Prepares and distributes assessment reports, dashboards, charts, and communication materials to support instructional programs, accountability, decision-making, and timelines.
2. Extracts, compiles, and coordinates student assessment and program data from District systems, including support for district-wide assessment administration and logistics.
3. Performs advanced assessment data analysis and reporting using technological tools to extract, organize, and present information that supports decision-making, compliance, and program evaluation.
4. Reviews assessment data for accuracy, participation, and compliance; resolves discrepancies and collaborates with Technology Services and site staff to ensure system readiness for reporting.
5. Analyzes and summarizes information on student achievement, demographics, enrollment, and program participation.
6. Develops and provides training and technical guidance to site and District staff on assessment data systems, reporting tools, and administration procedures, including accommodations and accessibility supports.
7. Creates assessment procedures and user resources to ensure consistent and accurate data entry and reporting, and to support staff use of assessment systems.
8. Assists site and District staff with user account access, permissions, and support for assessment data systems.
9. Serves as liaison with external agencies and vendors regarding assessment platforms and reporting requirements.
10. Coordinates state-mandated assessment reporting submissions, ensuring timely certification and compliance with applicable regulations.

11. Supports the preparation of state and federal assessment reports by verifying accuracy and formatting data for submission.
12. Assists with assessment audits and reviews by compiling and presenting requested data.
13. Maintains assessment records and data files in accordance with District policies and regulations.
14. Coordinates the distribution of assessment notifications and results to families and supports communication of assessment-related information to stakeholders.
15. Supports the administration of District assessment programs, including coordination of assigned testing initiatives and collaboration with site and department staff.
16. Performs related duties as assigned.

Knowledge, Skills, and Abilities

Knowledge of:

1. State and federal student data reporting requirements, including CALPADS.
2. Student information and educational assessment systems.
3. Database concepts and data validation methods.
4. Data visualization and reporting practices.
5. Technological tools to support data analysis, data manipulation, and reporting.
6. Principles and practices of data security and confidentiality.

Skills in:

1. Extracting and compiling data from multiple systems.
2. Using spreadsheets, databases, and reporting tools.
3. Preparing reports and presentations for varied audiences.
4. Identifying and correcting data discrepancies.
5. Developing user documentation for data systems.
6. Training staff in data entry, reporting, and system use.

Ability to:

1. Interpret and present complex data clearly and accurately.
2. Communicate clearly in oral and written form.
3. Work independently and as part of a team.
4. Build and maintain cooperative working relationships.
5. Follow oral and written instructions.
6. Maintain confidentiality of sensitive information.
7. Learn new technology and practices in data reporting.

Minimum Qualifications

Education and Experience

An Associate's degree in information systems, statistics, business administration, or a related field, and three (3) years of experience involving the collection, processing, and reporting of complex data. Experience with student or program data in an educational setting is highly desirable.

Additional qualifying experience beyond the minimum required may substitute for the required education on a year-for-year basis.

Licenses and Other Requirements

A valid California Driver’s License. Evidence of insurability may be required based on assignment.

Physical Requirements

Employees in this classification sit for extended periods of time, walk and stand as needed, stoop/bend, reach overhead, lift and carry up to 20 lbs., use fingers repetitively, and use both hands simultaneously. Employees must be able to speak clearly, hear normal voice conversation, and see small details and a computer screen for extended periods.

Working Environment

Employees in this classification work primarily inside an office environment, with frequent interruptions, changing priorities, and short deadlines. May be required to drive a vehicle to conduct work. Work involves direct contact with District administrators, site staff, and external agencies.

FLSA Status: Non-Exempt

Approval Date:



2026-2027 Active Classifications w/ Salary Ranges

Oxnard School District

RANGE CHILD NUTRITION SERVICES

- 22 District Chef
- 17 Child Nutrition Services Operations Specialist
- 16 Child Nutrition Cafeteria Coordinator
- 10 Child Nutrition Worker II (Cook)
- 7 Child Nutrition Worker

RANGE CLERICAL SUPPORT

- 26 Educational Assessment & Data Systems Specialist
- 20 Attendance Accounting Specialist II
- 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
- 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
- 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
- 14 District Translator

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
- 43 School Physical Therapist
- 29 Music Instructor
- 29 Arts Instructor
- 27 Paraeducator - Hearing Impaired (Sign Language)
- 26 Speech-Language Pathology Assistant
- 18 Health Care Technician
- 18 Adaptive Technology Specialist
- 18 Behavior Support Coach
- 12 Paraeducator - Special Education
- 9 Paraeducator - Hearing Impaired (Oral Speech)
- 7 Expanded Learning Specialist
- 6 Infant Program Assistant
- 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 Painter
- 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
- 32 Site Technology Coordinator
- 28 Information Technology 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

- \$18.53 AVID Tutors



(effective 07/01/2026)

	Step A	Step B	Step C	Step D	Step E
Range 1	\$ 3,260.17	\$ 3,423.18	\$ 3,594.34	\$ 3,774.06	\$ 3,962.76
Range 2	\$ 3,344.50	\$ 3,511.73	\$ 3,687.31	\$ 3,871.68	\$ 4,065.26
Range 3	\$ 3,425.82	\$ 3,597.11	\$ 3,776.96	\$ 3,965.81	\$ 4,164.10
Range 4	\$ 3,510.15	\$ 3,685.65	\$ 3,869.94	\$ 4,063.43	\$ 4,266.60
Range 5	\$ 3,600.50	\$ 3,780.52	\$ 3,969.55	\$ 4,168.03	\$ 4,376.43
Range 6	\$ 3,683.32	\$ 3,867.49	\$ 4,060.86	\$ 4,263.90	\$ 4,477.10
Range 7	\$ 3,776.68	\$ 3,965.52	\$ 4,163.79	\$ 4,371.98	\$ 4,590.58
Range 8	\$ 3,868.54	\$ 4,061.97	\$ 4,265.06	\$ 4,478.32	\$ 4,702.23
Range 9	\$ 3,963.41	\$ 4,161.58	\$ 4,369.66	\$ 4,588.14	\$ 4,817.55
Range 10	\$ 4,059.78	\$ 4,262.77	\$ 4,475.91	\$ 4,699.71	\$ 4,934.69
Range 11	\$ 4,165.19	\$ 4,373.45	\$ 4,592.12	\$ 4,821.73	\$ 5,062.82
Range 12	\$ 4,263.07	\$ 4,476.23	\$ 4,700.04	\$ 4,935.04	\$ 5,181.79
Range 13	\$ 4,369.99	\$ 4,588.49	\$ 4,817.91	\$ 5,058.81	\$ 5,311.75
Range 14	\$ 4,475.40	\$ 4,699.17	\$ 4,934.13	\$ 5,180.83	\$ 5,439.88
Range 15	\$ 4,591.35	\$ 4,820.92	\$ 5,061.96	\$ 5,315.06	\$ 5,580.81
Range 16	\$ 4,698.27	\$ 4,933.18	\$ 5,179.84	\$ 5,438.83	\$ 5,710.77
Range 17	\$ 4,818.73	\$ 5,059.67	\$ 5,312.65	\$ 5,578.29	\$ 5,857.20
Range 18	\$ 4,933.18	\$ 5,179.84	\$ 5,438.83	\$ 5,710.77	\$ 5,996.31
Range 19	\$ 5,064.19	\$ 5,317.40	\$ 5,583.27	\$ 5,862.43	\$ 6,155.55
Range 20	\$ 5,180.14	\$ 5,439.15	\$ 5,711.10	\$ 5,996.66	\$ 6,296.49
Range 21	\$ 5,309.64	\$ 5,575.12	\$ 5,853.88	\$ 6,146.57	\$ 6,453.90
Range 22	\$ 5,443.66	\$ 5,715.85	\$ 6,001.64	\$ 6,301.72	\$ 6,616.81
Range 23	\$ 5,583.71	\$ 5,862.89	\$ 6,156.04	\$ 6,463.84	\$ 6,787.03
Range 24	\$ 5,716.22	\$ 6,002.03	\$ 6,302.14	\$ 6,617.24	\$ 6,948.10
Range 25	\$ 5,856.27	\$ 6,149.08	\$ 6,456.53	\$ 6,779.36	\$ 7,118.33
Range 26	\$ 5,997.82	\$ 6,297.71	\$ 6,612.59	\$ 6,943.22	\$ 7,290.38
Range 27	\$ 6,152.92	\$ 6,460.57	\$ 6,783.59	\$ 7,122.77	\$ 7,478.91
Range 28	\$ 6,302.00	\$ 6,617.10	\$ 6,947.95	\$ 7,295.35	\$ 7,660.12
Range 29	\$ 6,458.61	\$ 6,781.54	\$ 7,120.62	\$ 7,476.65	\$ 7,850.48
Range 30	\$ 6,607.69	\$ 6,938.07	\$ 7,284.98	\$ 7,649.23	\$ 8,031.69
Range 31	\$ 6,780.86	\$ 7,119.90	\$ 7,475.90	\$ 7,849.69	\$ 8,242.18
Range 32	\$ 6,935.96	\$ 7,282.76	\$ 7,646.90	\$ 8,029.25	\$ 8,430.71
Range 33	\$ 7,118.17	\$ 7,474.08	\$ 7,847.79	\$ 8,240.17	\$ 8,652.18
Range 34	\$ 7,285.32	\$ 7,649.59	\$ 8,032.07	\$ 8,433.67	\$ 8,855.36
Range 35	\$ 7,470.54	\$ 7,844.07	\$ 8,236.27	\$ 8,648.09	\$ 9,080.49
Range 36	\$ 7,646.73	\$ 8,029.06	\$ 8,430.52	\$ 8,852.04	\$ 9,294.65
Range 37	\$ 7,847.01	\$ 8,239.36	\$ 8,651.32	\$ 9,083.89	\$ 9,538.09
Range 38	\$ 8,029.21	\$ 8,430.68	\$ 8,852.21	\$ 9,294.82	\$ 9,759.56
Range 39	\$ 8,235.52	\$ 8,647.29	\$ 9,079.66	\$ 9,533.64	\$ 10,010.32
Range 40	\$ 8,429.77	\$ 8,851.26	\$ 9,293.82	\$ 9,758.51	\$ 10,246.44
Range 41	\$ 8,648.12	\$ 9,080.53	\$ 9,534.55	\$ 10,011.28	\$ 10,511.84
Range 42	\$ 8,849.91	\$ 9,292.40	\$ 9,757.02	\$ 10,244.87	\$ 10,757.12
Range 43	\$ 9,080.30	\$ 9,534.32	\$ 10,011.03	\$ 10,511.58	\$ 11,037.16
Range 44	\$ 9,292.63	\$ 9,757.26	\$ 10,245.12	\$ 10,757.38	\$ 11,295.25

Employee Anniversary Increments:

Anniversary increments in the amount of \$112.92 shall be added to the monthly compensation of full-time classified employees at the beginning of the 7th, 10th, 15th, 20th, 25th and 30th years of service. The dollar values for anniversary increments shall automatically adjust based on future salary adjustments. This formula yields the following dollar values which shall be added to the monthly compensation of classified employees:

7 years of service:	\$112.92
10 years of service:	\$225.84
15 years of service:	\$338.76
20 years of service:	\$451.68
25 years of service:	\$564.60
30 years of service:	\$677.52

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.



(effective 07/01/2026)

	Step A	Step B	Step C	Step D	Step E
Range 1	\$ 18.81	\$ 19.75	\$ 20.74	\$ 21.77	\$ 22.86
Range 2	\$ 19.30	\$ 20.26	\$ 21.27	\$ 22.34	\$ 23.45
Range 3	\$ 19.76	\$ 20.75	\$ 21.79	\$ 22.88	\$ 24.02
Range 4	\$ 20.25	\$ 21.26	\$ 22.33	\$ 23.44	\$ 24.62
Range 5	\$ 20.77	\$ 21.81	\$ 22.90	\$ 24.05	\$ 25.25
Range 6	\$ 21.25	\$ 22.31	\$ 23.43	\$ 24.60	\$ 25.83
Range 7	\$ 21.79	\$ 22.88	\$ 24.02	\$ 25.22	\$ 26.48
Range 8	\$ 22.32	\$ 23.43	\$ 24.61	\$ 25.84	\$ 27.13
Range 9	\$ 22.87	\$ 24.01	\$ 25.21	\$ 26.47	\$ 27.79
Range 10	\$ 23.42	\$ 24.59	\$ 25.82	\$ 27.11	\$ 28.47
Range 11	\$ 24.03	\$ 25.23	\$ 26.49	\$ 27.82	\$ 29.21
Range 12	\$ 24.60	\$ 25.82	\$ 27.12	\$ 28.47	\$ 29.90
Range 13	\$ 25.21	\$ 26.47	\$ 27.80	\$ 29.19	\$ 30.65
Range 14	\$ 25.82	\$ 27.11	\$ 28.47	\$ 29.89	\$ 31.38
Range 15	\$ 26.49	\$ 27.81	\$ 29.20	\$ 30.66	\$ 32.20
Range 16	\$ 27.11	\$ 28.46	\$ 29.88	\$ 31.38	\$ 32.95
Range 17	\$ 27.80	\$ 29.19	\$ 30.65	\$ 32.18	\$ 33.79
Range 18	\$ 28.46	\$ 29.88	\$ 31.38	\$ 32.95	\$ 34.59
Range 19	\$ 29.22	\$ 30.68	\$ 32.21	\$ 33.82	\$ 35.51
Range 20	\$ 29.89	\$ 31.38	\$ 32.95	\$ 34.60	\$ 36.33
Range 21	\$ 30.63	\$ 32.16	\$ 33.77	\$ 35.46	\$ 37.23
Range 22	\$ 31.41	\$ 32.98	\$ 34.63	\$ 36.36	\$ 38.17
Range 23	\$ 32.21	\$ 33.83	\$ 35.52	\$ 37.29	\$ 39.16
Range 24	\$ 32.98	\$ 34.63	\$ 36.36	\$ 38.18	\$ 40.09
Range 25	\$ 33.79	\$ 35.48	\$ 37.25	\$ 39.11	\$ 41.07
Range 26	\$ 34.60	\$ 36.33	\$ 38.15	\$ 40.06	\$ 42.06
Range 27	\$ 35.50	\$ 37.27	\$ 39.14	\$ 41.09	\$ 43.15
Range 28	\$ 36.36	\$ 38.18	\$ 40.09	\$ 42.09	\$ 44.19
Range 29	\$ 37.26	\$ 39.13	\$ 41.08	\$ 43.14	\$ 45.29
Range 30	\$ 38.12	\$ 40.03	\$ 42.03	\$ 44.13	\$ 46.34
Range 31	\$ 39.12	\$ 41.08	\$ 43.13	\$ 45.29	\$ 47.55
Range 32	\$ 40.02	\$ 42.02	\$ 44.12	\$ 46.32	\$ 48.64
Range 33	\$ 41.07	\$ 43.12	\$ 45.28	\$ 47.54	\$ 49.92
Range 34	\$ 42.03	\$ 44.13	\$ 46.34	\$ 48.66	\$ 51.09
Range 35	\$ 43.10	\$ 45.26	\$ 47.52	\$ 49.89	\$ 52.39
Range 36	\$ 44.12	\$ 46.32	\$ 48.64	\$ 51.07	\$ 53.62
Range 37	\$ 45.27	\$ 47.54	\$ 49.91	\$ 52.41	\$ 55.03
Range 38	\$ 46.32	\$ 48.64	\$ 51.07	\$ 53.62	\$ 56.31
Range 39	\$ 47.51	\$ 49.89	\$ 52.38	\$ 55.00	\$ 57.75
Range 40	\$ 48.63	\$ 51.07	\$ 53.62	\$ 56.30	\$ 59.12
Range 41	\$ 49.89	\$ 52.39	\$ 55.01	\$ 57.76	\$ 60.65
Range 42	\$ 51.06	\$ 53.61	\$ 56.29	\$ 59.11	\$ 62.06
Range 43	\$ 52.39	\$ 55.01	\$ 57.76	\$ 60.64	\$ 63.68
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- 30 years of service: \$3.91

Night Shift Pay Differential:

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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.

Recruitment Type: Dual Certification

Director's Certification:



Eligibility List No. 25-26:98;
25-26:81; 24-25:124;
Established: 5/13/2026

Bus Driver

Rank	Candidate ID	Expiration Date
1	67277703	5/13/2027
1	4996577	5/13/2027
2	20294998	5/27/2026
3	58669355	3/25/2027

Eligibility lists are in effect for one year from the date on which they are established unless they are exhausted. Lists may be created for six months with approval of the Personnel Commission.

Recruitment Type: Promotional Only

Director's Certification:



Eligibility List No. 25-26:84

24-25:135

Established: 6/1/2026

Child Nutrition Cafeteria Coordinator

Rank	Candidate ID	Expiration Date
1	20169153	7/30/2026
2	36034019	6/1/2027
3	24194452	6/1/2027
4	4171979	6/1/2027
5	36045813	6/1/2027
6	43844027	6/1/2027
7	18549221	6/1/2027

Eligibility lists are in effect for one year from the date on which they are established unless they are exhausted. Lists may be created for six months with approval of the Personnel Commission.

Recruitment Type: Open/Promotional

Director's Certification:



Eligibility List No. 25-26:85;
25-26:85; 25-26:19
Established: 5/29/2026

Child Nutrition Worker II (Cook)

Rank	Candidate ID	Expiration Date
1	32694862	5/29/2027
2	66626441	5/29/2027
3	24496316	5/29/2027
4	59336225	7/11/2026
5	46955282	5/29/2027
Open		
1	66549165	5/29/2027
2	64182137	10/29/2026
3	47272057	10/29/2026
4	50469199	10/29/2026
5	47015713	5/29/2027
6	63668948	9/11/2026

Eligibility lists are in effect for one year from the date on which they are established unless they are exhausted. Lists may be created for six months with approval of the Personnel Commission.

Recruitment Type: Dual Certification

Director's Certification:



Eligibility List No.
25-26:95; 25-26:93
25-26:86;25-26:57

Paraeducator Special Education

Rank	Candidate ID	Expiration Date
1	32122777	5/18/2027
2	9521895	11/18/2026
2	5331664	4/15/2027
3	9834750	5/4/2027
4	50181258	5/18/2027
4	65197662	5/18/2027
5	26010759	1/5/2027
5	63689064	4/15/2027
6	56312922	4/15/2027
6	56513335	4/15/2027
6	65343641	1/5/2027
6	53471978	1/5/2027
6	7529310	5/4/2027
7	28692518	5/4/2027
7	50721300	4/15/2027
7	45123577	4/15/2027
7	469670	1/5/2027
7	65640754	4/15/2027
8	39664123	5/18/2027

Eligibility lists are in effect for one year from the date on which they are established unless they are exhausted. Lists may be created for six months with approval of the Personnel Commission.

OXNARD SCHOOL DISTRICT**PERSONNEL COMMISSION**

9	64943997	5/18/2027
9	64343051	5/4/2027
9	30769848	5/4/2027
9	58740824	5/4/2027
9	16503258	5/4/2027
9	67300423	5/18/2027
9	67041644	5/4/2027
10	32602007	5/18/2027
10	59161535	5/4/2027
10	45617940	5/4/2027
10	61871532	5/18/2027
10	41442332	5/18/2027
10	66735279	4/15/2027
11	67072341	5/4/2027
11	46051162	5/18/2027
11	66464241	5/4/2027
11	66643198	4/15/2027
11	47272057	4/15/2027
12	62958798	5/18/2027
12	32602007	5/4/2027
12	63610514	5/4/2027
12	65228710	4/15/2027

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Recruitment Type: Dual Certification

Director's Certification:



Eligibility List No. 25-26:91;
25-26:59
Established: 5/8/2026

Speech Language Pathology Assistant

Rank	Candidate ID	Expiration Date
1	42420418	1/22/2027
2	38629766	5/8/2027
3	21415147	12/23/2026

Eligibility lists are in effect for one year from the date on which they are established unless they are exhausted. Lists may be created for six months with approval of the Personnel Commission.

Recruitment Type: Dual Certification

Director's Certification:



Eligibility List No. 25-26:108;
25-26:09
Established: 5/27/2026

School Occupational Therapist

Rank	Candidate ID	Expiration Date
1	57864221	9/16/2026
1	47559375	5/27/2027

Eligibility lists are in effect for one year from the date on which they are established unless they are exhausted. Lists may be created for six months with approval of the Personnel Commission.

Recruitment Type: Dual Certification

Director's Certification:



Eligibility List No. 25-26:82;
25-26:75
Established: 5/26/2026

Transportation Driver

Rank	Candidate ID	Expiration Date
1	32767330	5/26/2027
2	66611085	5/26/2027
3	21771382	5/26/2027
4	14977005	5/26/2027

Eligibility lists are in effect for one year from the date on which they are established unless they are exhausted. Lists may be created for six months with approval of the Personnel Commission.

New Hires

Magaña, Jalissa H	Child Nutrition Worker, Child Nutrition Services 5 hrs./185 days	05/04/2026
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Limited Term/Substitutes

Alvarez, Paloma F	Paraeducator (Substitute)	04/23/2026
Figueroa, Marytza	Paraeducator (Substitute)	04/27/2026
Galindo, Kristin F	Paraeducator (Substitute)	05/04/2026
Hidalgo, Mario R	Custodian, Warehouse, and Grounds & Maintenance (Substitute)	04/14/2026
Mamaril, Valerie V	Clerical (Substitute)	05/01/2026
Prieto, Joshua R	Campus Assistant (Substitute)	04/27/2026
Zambrano, Daniel J	Custodian, Warehouse, and Grounds & Maintenance (Substitute)	04/14/2026

Medical Layoffs

11970	Child Nutrition Worker, 5 hrs./185 days	05/02/2026
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Release During Probation

13442	Speech Language Pathology Assistant, 8 hrs./183 days	04/29/2026
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Resignations

Ayala, Ashley C	After School Program Site Coordinator, Enrichment & Special Prg 8 hrs./245 days	05/18/2026
Galindo, Kristin F	Paraeducator Special Education, Sierra Linda 5.75 hrs./183 days	04/17/2026
Magdaleno, Maria	Campus Assistant, McKinna 5.75 hrs./180 days	04/29/2026
Ochoa, Adamary	Paraeducator General Education, Ramona 6 hrs./183 days	05/22/2026
O'Friel, Dana	Paraeducator Special Education, Rose Avenue 5.75 hrs./183 days	04/30/2026
Preciado, Richard S	Maintenance Worker II, Maintenance 8 hrs./245 days	05/02/2026
Ruiz, Alexandria F	Paraeducator Special Education, Ritchen 5.75 hrs./183 days	04/30/2026
Wilson, Michelle E	Mental Health Clinician, Pupil Services 8 hrs./221 days	05/04/2026

Retirements

Olson, Teresa M	Paraeducator Special Education, Marshall 5.75 hrs./183 days	06/19/2026
Soto, Araceli P	Paraeducator Hearing Impaired, Marshall 5.75 hrs./183 days	06/18/2026

New Hires

Coates, Mark C	Campus Assistant, Lopez Academy 5.75 hrs./180 days	05/11/2026
Lagunas, Daisy	Paraeducator General Education, Rose Avenue School 4 hrs./183 days	04/13/2026
Morales, Julissa	Paraeducator Special Education, Sierra Linda School 5.75 hrs./183 days	04/22/2026
Ruiz, Stephany	Paraeducator Special Education, Special Education 5.75 hrs./183 days	04/22/2026
Salgado, Veronica S	Campus Assistant, McKinna School 5.75 hrs./180 days	04/16/2026
Vazquez Guzman, Salvador	Paraeducator Special Education, San Miguel School 5.75 hrs./183 days	04/22/2026
Xicotencatl, Lidia J	Paraeducator Special Education, Driffill School 6 hrs./183 days	04/22/2026

Limited Term/Substitutes

Aldrete, Grecia	Paraeducator (Substitute)	05/12/2026
Cortez, Jayani I	Paraeducator (Substitute)	05/12/2026
Escobar, Cassandra	Campus Assistant (Substitute)	04/08/2026
Garcia, Brenda R	Paraeducator (Substitute)	05/14/2026
Hernandez Moreno, Mayra	Paraeducator (Substitute)	05/07/2026
Ochoa, Jenni	Paraeducator (Substitute)	05/07/2026
Sepulveda, Cynthia J	Campus Assistant & Clerical (Substitute)	04/14/2026
Velasquez, Abel	Paraeducator (Substitute)	05/06/2026

Layoffs

Ahumada, Gustavo D	Custodian, 5 hrs./245 days	06/30/2026
Alvarado, Alvaro	Custodian, 5 hrs./245 days	06/30/2026
Arevalo Navarro, Ernesto	Custodian, 8 hrs./245 days	06/30/2026
Contreras, Luis	Custodian, 4 hrs./245 days	06/30/2026
Espitia, Jorge	Custodian, 5 hrs./245 days	06/30/2026
Garcia, Agustin J	Custodian, 6 hrs./245 days	06/30/2026
Garcia, Julian A	Custodian, 5 hrs./245 days	06/30/2026
Gomez, Luiz C	Custodian, 5 hrs./245 days	06/30/2026
Jackson, Robert W	Custodian, 8 hrs./245 days	06/30/2026
Lira, Rafael	Custodian, 5 hrs./245 days	06/30/2026
Macias, Miguel A	Custodian, 8 hrs./245 days	06/30/2026
Rivas, Ivan	Custodian, 5 hrs./245 days	06/30/2026
Rivera Jr, Lisandro J	Custodian, 8 hrs./245 days	06/30/2026
Serena Leyva, Adrian	Custodian, 8 hrs./245 days	06/30/2026
Toledano, Jose M	Custodian, 8 hrs./245 days	06/30/2026
Valencia Capilla, Luis F	Custodian, 6 hrs./245 days	06/30/2026

In Lieu of Layoff

Alfaro, Eduardo	Custodian, Curren/Soria Schools 8 hrs./245 days	07/01/2026
	Custodian, Frank Academy 5 hrs./245 days	
De Santiago, Andrew D	Custodian, Lopez Academy 8 hrs./245 days	07/01/2026
	Custodian, Driffill School 6 hrs./245 days	
Equihua, Luis A	Custodian, Kamala School 8 hrs./245 days	07/01/2026
	Custodian, McKinna School 5 hrs./245 days	
Gallegos, Jorge L	Custodian, Fremont Academy 5 hrs./245 days	07/01/2026
	Custodian, Lopez Academy 5 hrs./245 days	
Moreno, Reymundo D	Custodian, Frank Academy 8 hrs./245 days	07/01/2026
	Custodian, McKinna School 6 hrs./245 days	
Rodriguez Flores, Manolo	Custodian Marina West/Marshall Schools 8 hrs./245 days	07/01/2026
	Custodian Ritchen School 8 hrs./245 days	
Romero, Andres	Custodian, Chavez/Lemonwood Schools 8 hrs./245 days	07/01/2026
	Custodian, Facilities 8 hrs./245 days	

Job Abandonment

13082	Custodian, 5 hrs./245 days	04/24/2026
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Resignations

Cabrera, Maria Del Carmen	Transportation Driver, Transportation 8 hrs./183 days	05/20/2026
Herrera, Rae L	Office Assistant II, Lopez Academy 8 hrs./203 days	05/15/2026
Lopez, Roxanne V	Office Assistant II, Fremont Academy 8 hrs./203 days	05/15/2026
Wiggins, Candace S	Paraeducator Special Education, Marina West School 5.75 hrs./183 days	05/29/2026