



OXNARD SCHOOL DISTRICT

1051 South "A" Street, Oxnard, CA 93030

805-385-1501

www.oxnardsd.org

2026-27 SALARY SCHEDULE (CREDENTIALLED TEACHERS)

Board Approved 05/20/2026

	Class A Non-Credentialed/Intern + Bachelor's Degree	Class B Non-Credentialed/Intern + Bachelor's Degree + 15-29 units	Class C Credentialed Teacher + Bachelor's Degree + 30-44 Units	Class D Credentialed Teacher + Bachelor's Degree + 45-59 Units	Class E Credentialed Teacher + Bachelor's Degree + 60-74 Units	Class F Credentialed Teacher + Bachelor's + 75 Units, and M.A., Ed.D or Ph.D
Step 1	\$ 62,777	\$ 62,777	\$ 67,248	\$ 68,189	\$ 71,836	\$ 75,468
Step 2	\$ 60,362	\$ 63,445	\$ 67,248	\$ 71,053	\$ 74,843	\$ 78,645
Step 3	\$ 60,362	\$ 66,121	\$ 70,068	\$ 74,033	\$ 77,988	\$ 81,944
Step 4	\$ 62,281	\$ 68,894	\$ 73,006	\$ 77,135	\$ 81,260	\$ 85,393
Step 5	\$ 64,885	\$ 71,786	\$ 76,082	\$ 80,380	\$ 84,680	\$ 88,973
Step 6	\$ 67,620	\$ 74,798	\$ 79,272	\$ 83,750	\$ 88,230	\$ 92,716
Step 7	\$ 70,461	\$ 77,936	\$ 82,597	\$ 87,273	\$ 91,951	\$ 96,607
Step 8	\$ 73,420	\$ 81,216	\$ 86,068	\$ 90,940	\$ 95,802	\$ 100,666
Step 9	\$ 76,497	\$ 84,633	\$ 89,683	\$ 94,760	\$ 99,821	\$ 104,891
Step 10	\$ 79,713	\$ 88,168	\$ 93,449	\$ 98,741	\$ 104,013	\$ 109,294
Step 11	\$ 83,065	\$ 91,877	\$ 97,364	\$ 102,889	\$ 108,381	\$ 113,891
Step 12	\$ 86,557	\$ 95,735	\$ 101,458	\$ 107,207	\$ 112,933	\$ 118,672
12 yrs**	\$ 88,505	\$ 97,889	\$ 103,741	\$ 109,620	\$ 115,474	\$ 121,342
15 yrs**	\$ 90,452	\$ 100,043	\$ 106,024	\$ 112,032	\$ 118,015	\$ 124,012
18 yrs**	\$ 91,751	\$ 101,479	\$ 107,546	\$ 113,640	\$ 119,709	\$ 125,792
21 yrs**	\$ 93,049	\$ 102,915	\$ 109,068	\$ 115,248	\$ 121,403	\$ 127,572
24 yrs**	\$ 94,347	\$ 104,351	\$ 110,590	\$ 116,856	\$ 123,097	\$ 129,352
27 yrs**	\$ 95,646	\$ 105,787	\$ 112,112	\$ 118,464	\$ 124,791	\$ 131,132
30 yrs**	\$ 96,944	\$ 107,223	\$ 113,633	\$ 120,072	\$ 126,485	\$ 132,912
33 yrs**	\$ 98,243	\$ 108,659	\$ 115,155	\$ 121,680	\$ 128,179	\$ 134,692
36 yrs***	\$ 99,541	\$ 110,095	\$ 116,677	\$ 123,288	\$ 129,873	\$ 136,473

CLASS (Education). All units of credit for placement on the salary schedule must be upper division and graduate courses taken at an accredited college/university following the Bachelors degree. Stated another way, the OEA/OSD contract does not grant course work for salary advancement that was taken prior to a Bachelors program or at the lower division level. Exceptions are noted in 5, 6 and 7.

Specifically:

1. Courses must be from an institution accredited by the national or regional accrediting agency recognized by the U.S. Department of Education and Association of Schools and Colleges
2. Courses must be related to a professional competencies and/or subject matter taught in the Oxnard School District.
3. Units above Class I are computed in semester unit equivalents (quarter units will be converted at a rate of 2/3 semester units for each quarter unit taken)
4. Once employed in the Oxnard School District, all course work must be pre-approved by the certificated personnel department for salary advancement credit (See Verifications below).
5. Course work taken in the last semester of the Bachelors degree program that is credited for graduate credit may be granted for salary advancement.
6. Lower division course work credit is given for computers, and Spanish reading, writing and language. Lower division units taken as part of a graduate course of study and critical to the teacher's credential/certificate/program will be credited for placement/advancement on the salary schedule.
7. Credit may also be given for other lower division courses if the District Professional Growth Committee pre-approved the course to be taken as critical to the teacher's current assignment.

STEP (Experience). Credit for prior years' experience for placement on the salary schedule for teachers new to the District shall be granted as follows:

1. Certificated experience under contract in a U.S. public (K-12) school: a maximum of 10 years is creditable.
2. Teaching year is defined as being under contract for 75% of the instructional day and duty year.
3. Military and/or Peace Corps: a maximum of two years' credit is granted.
4. Not more than a total of 10 years' credit is allowed for the two combined.



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VERIFICATIONS. Bargaining Unit Members are required to verify course work (by official transcript), experience, and military services. Initial placement must be verified within 60 days of the first day of employment, or salary placement will revert back to the salary placement where verification has been established. For salary advancement on the salary schedule after September 1 of the current school year, bargaining unit members will advance to the appropriate class on the salary schedule effective the month following the bargaining unit members' submission of official verifications. Effective July 1, 1979, employees hired on or after this date must have a Master's degree for placement on Class F.

Effective May 2, 2011, employees hired on or after that date must have a Master's degree or doctorate for placement on Class F.

DEGREE INCREMENT in the amount of \$400 shall be added to the scheduled salary for employees possessing a Master's degree. An additional stipend of \$1,000 shall be added for employees possessing a Doctorate degree. (Credit is given for only one Master's degree.)

SPECIAL STIPENDS. An additional \$1000 per annum is granted to teachers possessing a special education specialist credential/certificate and teaching in a special education class and teachers possessing a California bilingual credential/certificate and teaching in a bilingual class requiring certification. Bargaining unit members possessing a California bilingual credential/certificate but not in a bilingual class may receive \$500 per annum. A \$500 stipend will be provided if the bargaining unit member agrees to provide second language support.

EDUCATION CODE 44931-Whenever any certificated employee of any school district who, at the time of his or her resignation, was classified as permanent, is reemployed within 39 months after his or her last day of paid service, the governing board of the district shall, disregarding the break in service, classify him or her as, and restore to him or her all of the rights, benefits and burdens of, a permanent employee, except as otherwise provided in this code. However, time spent in active military service, as defined in Section 44800, subsequent to the last day of paid service shall not count as part of the aforesaid 39-month period

****ANNIVERSARY INCREMENTS** shall be added to the scheduled salary as follows: at the beginning of the 12th year-2.25%, 15th year-4.50%, 18th year-6.00%, 21^s year-7.50%, 24th year-9.00%, 27th year-10.50%, 30th year- 12.00%, and 33rd year-13.50%. Years of service must be in the Oxnard School District.

*****ANNIVERSARY INCREMENT at the beginning of the 36th year** shall be discontinued effective July 1, 2023; except that those unit members who have been placed at Step 12 with 36 years of service prior to July 1, 2023 shall be held harmless, and will receive a 15.0% anniversary increment.