

OUHSD BAC Staff Report



6. Staff Report

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New paycheck names for 18 employee deductions

403(b) and 457(b) savings

Starts July 31, 2026

On check 2025-26		On check 2026-27
Tax Shelter 11 mos	→	403(b) Pre-Tax 11-mo
Tax Shelter 12 mos	→	403(b) Pre-Tax 12-mo
Tax Shelter Annuity	→	403(b) Pre-Tax 12-mo
Roth 403(b)	→	Roth 403(b) 11-mo
Roth	→	Roth 403(b) 12-mo
Deferred Comp 11 Mos	→	457(b) Pre-Tax 11-mo
Deferred Comp 12 Mos	→	457(b) Pre-Tax 12-mo
Roth 457b 11Month	→	Roth 457(b) 11-mo
Roth 457b 12Month	→	Roth 457(b) 12-mo

Health and life insurance

Starts August 1, 2026

On check 2025-26		On check 2026-27
Blue Cross PPO	→	EE Anthem PPO
Blue Cross PPO-Ret	→	EE Anthem PPO RET
Blue Cross HMO	→	EE Anthem HMO
Blue Cross HMO-Ret	→	EE Anthem HMO RET
Kaiser HMO	→	EE Kaiser HMO
Kaiser HMO-Ret	→	EE Kaiser HMO Ret
CDHP Anthem	→	Anthem CDHP
CDHP	→	Kaiser CDHP
Life	→	EE LIFE

EE = employee. Ret = retiree. Only lines with a new description on the check are shown. These are employee-paid deductions.

New paycheck names for 8 district contributions

Health and welfare (district paid)

Starts August 1, 2026

On check 2025-26		On check 2026-27
ER Blue Cross PPO	→	ER Anthem PPO
Retiree HW 370X	→	ER Anthem PPO Ret
ER Blue Cross HMO	→	ER Anthem HMO
Retiree HW 370X	→	ER Anthem HMO Ret
Retiree HW 370X	→	ER Kaiser HMO Ret
ER CDHP Anthem	→	ER Anthem CDHP
ER CDHP Kaiser	→	ER Kaiser CDHP
ER H & W - W2	→	ER ACA Medical

Only lines with a new description on the check are shown.

Reading these lines

ER = employer (the district). **Ret** = retiree.

Contributions are paid by the district. They are not taken out of employee pay.

One name becomes three

“Retiree HW 370X” was one description in 2025-26. In 2026-27 each retiree plan has its own description.

When the new names start

July 31, 2026: 403(b) and 457(b) savings deductions.

August 1, 2026: health and life deductions, and district contributions.



Let's explore the deduction helper: Employee Paystub Explorer, live on the district website

oxnardunion.org/departments/business-services/fiscal-services/paystub

Open the page →

OXNARD UNION HIGH SCHOOL DISTRICT · STAFF GUIDE

CalSTRS pay rules change July 1, 2027

What AB 1997 and AB 2519 mean for your pay, your pension and the District, plus the result of our CalSTRS audit.

BAC · October 2026

THE SHORT VERSION

What changes on July 1, 2027

Three pay types

Every dollar reported to CalSTRS is salary, special pay or supplemental pay.

One rulebook

The same definition of creditable pay applies to 2% at 60 and 2% at 62 members.

Membership by position

Creditable service is service in a position subject to membership, not a list of duties.

New reporting

The District reports pay to CalSTRS in a new file format, with rates taken from public schedules.

What stays the same: AB 1997 changes how pay is classified and reported to CalSTRS. It does not set anyone's salary, and the two benefit formulas stay as they are.

THE LAW

How the rules got here

Sep 27, 2024

AB 1997 (McKinnor) signed. Chapter 690, Statutes of 2024.

Mar 13, 2025

CalSTRS board adopts July 1, 2027 as the effective date.

Apr 20, 2026

Title 5 regulations filed with the Secretary of State, after board adoption on Nov 13, 2025.

Sep 30, 2026

AB 2519 (McKinnor) signed. Chapter 947, Statutes of 2026.

Jul 1, 2027

New statute and regulations become operative.

Where the rules live

Education Code 22119.3 covers creditable compensation. Education Code 22156.07 covers positions subject to membership. Title 5, California Code of Regulations, sections 27250 to 27401 supply the detail.

Sources: [CalSTRS regulations page](#) · [AB 1997](#) · [AB 2519](#)

EDUCATION CODE 22119.3

Three kinds of creditable pay

BASE PAY · COUNTS TOWARD FINAL COMPENSATION**Salary**

Your annualized pay rate from a Board-adopted, publicly available pay schedule.
OUHSD example: your class and step rate on the certificated salary schedule.

Special pay

Ongoing pay on top of salary for education, experience or classification.
OUHSD example: BCLAD authorization, \$1,000 a year.

NOT BASE PAY**Supplemental pay**

Any other creditable pay that is not base pay and is not excluded. CalSTRS examples: stipends for additional duty assignments, overtime, limited-term payments.
OUHSD example: flat-dollar longevity paid outside the salary schedule, if it does not meet every special pay test.

TITLE 5 CCR 27400 AND 27401

The tests for base pay

Salary must be

- Paid in cash under a publicly available pay schedule
- Paid for a position subject to membership, up to full time
- Paid to everyone in the class who meets the schedule's education and experience requirements
- Proportional to the annualized pay rate for the position

Special pay must be

- Set out in a publicly available agreement
- Paid for the same position that pays your salary
- The same amount or percentage of salary for everyone in the class
- Ongoing, not paid a limited number of times
- Paid only for education, experience or classification

Pay that meets neither test and is not an excluded type is reported as supplemental pay.

Sources: [Title 5 CCR 27400, 27401 \(operative July 1, 2027\)](#) · [CalSTRS checklist](#)

DEFINED BENEFIT PROGRAM

Why base pay matters for your pension

Service credit

Years and partial years with creditable pay and contributions

**Age factor**

Percent per year of service, set by your age at retirement

**Final compensation**

Built from base pay only

Final compensation

Your highest average annual compensation earnable over 36 consecutive months. For 2% at 60 members who retire with 25 or more years, it is the highest 12 consecutive months.

Compensation earnable

From July 1, 2027: your annualized pay rate plus special pay. Supplemental pay is not included.

Sources: CalSTRS [Retirement benefits](#) · [Final compensation](#) · [AB 1997 crosswalk](#)

NOT BASE PAY

Where supplemental pay goes

Less than a full year of service credit

Supplemental pay can add service credit in the Defined Benefit Program, at the ratio of the supplemental pay to your compensation earnable for that year.

Already at a full year of service credit

Any additional supplemental pay is credited to your Defined Benefit Supplement account.

Either way, supplemental pay does not raise compensation earnable or final compensation.

New for 2% at 62 members: pay that is not paid in each pay period is no longer excluded. It becomes creditable as special pay or supplemental pay.

Source: [CalSTRS bill analysis of AB 1997, as amended April 1, 2024](#)

DEFINED BENEFIT SUPPLEMENT (DBS)

What happens to your supplement account

It grows

Contributions plus interest. The minimum interest rate for 2026-27 is 4.79%.

When you get it

When you begin a monthly retirement or disability benefit. If you leave and take a refund, six months after your employment ends.

How it is paid

A lump sum, a monthly annuity, or both. An annuity needs at least \$3,500 in the account.

Your beneficiary

If you pass away before retiring, the balance goes to the person you designated.

Paid separately from your monthly pension. The balance is vested when it is credited. A lump sum can be rolled over to a qualified plan such as CalSTRS Pension2.

FROM JULY 1, 2027

How each pay type counts for retirement

Pay type	In final compensation?	Where it goes
Salary (base pay)	Yes	Sets your annualized pay rate and earns your service credit in the Defined Benefit Program
Special pay (base pay)	Yes	Added on top of the annualized pay rate when compensation earnable is calculated
Supplemental pay	No	Adds service credit if you are under a full year that school year. Otherwise it is credited to your Defined Benefit Supplement account

The real line is between base pay and supplemental pay. Base pay raises the lifetime monthly pension. Supplemental pay does not raise final compensation.

Sources: [CalSTRS bill analysis of AB 1997](#) · [CalSTRS AB 1997 crosswalk](#) · [CalSTRS Final compensation](#)

AB 2519 · EDUCATION CODE 22156.07

Which District positions are in CalSTRS

Board resolution

The Board designates the position at a public meeting, and the District requires a credential, license, permit or certificate for it.

Certificated bargaining unit

The position is in a certificated bargaining unit represented by an exclusive representative.

Already in the position

You performed creditable service before July 1, 2027 and stay continuously employed in that same position.

Changing positions: a new position taken on or after July 1, 2027 must qualify on its own. Positions in a noncertificated bargaining unit are not subject to membership.

Sources: [AB 2519, Ch. 947, Stats. 2026](#) · [CalSTRS Position Subject to Membership job aid](#)

DISTRICT CHECKLIST · BY JULY 1, 2027

Documents the District must have

1

Designate positions subject to membership

A Board resolution at a public meeting designates the positions. Certificated bargaining unit positions qualify through the agreement. **Ed. Code 22156.07(a)**

2

Publish compliant pay schedules

Every position sits on a Board-approved public schedule with a unique class title, an annualized pay rate and effective dates. **5 CCR 27251**

3

Document special pay and base days

A public agreement states who is eligible for each special pay, its amount or percentage, and the days or hours required to earn the annual rate. **5 CCR 27250**

Sources: [Title 5 CCR final regulatory text](#) · [AB 2519](#)

DISTRICT CHECKLIST · BY JULY 1, 2027

How the District must report

4

Sort every pay code

Each earning is classified as salary, special pay, supplemental pay or excluded, using the CalSTRS creditable compensation checklist.

Ed. Code 22119.3

5

Report in the new file format

Reports go through the CalSTRS secure employer website in the new Contribution File Layout, with an earnings type on every line.

5 CCR 27800

6

Apply the rules by service date

The new rules cover pay earned for service on or after July 1, 2027. Earlier service stays under the current rules.

5 CCR 27201(b)

Sources: [Title 5 CCR final regulatory text](#) · [CalSTRS AB 1997 and New File Format crosswalk](#)

PART TWO · OXNARD UNION HSD

The CalSTRS audit we just completed

What CalSTRS reviewed, the choice it offered, and why certificated paystubs now show a single salary line.

Certificated salary schedule · base pay and longevity

CALSTRS AUDIT OF OUHSD

The review and the choice it offered

How certificated pay was built

- In prior years, certificated pay was built in two parts
- Base pay on the salary schedule topped out at Step 11
- Service increases after Year 11 were paid as a separate flat-dollar longevity amount
- Base pay plus flat longevity is a structure more typical of classified pay

Option A: leave pay split

Not chosen. Retirement credit for the longevity amount would have lapsed, and some employees would have seen lower creditable base pay retirement earnings in their main Defined Benefit account.

Option B: combine. The District chose this.

Base pay and longevity become one base pay rate on a single salary schedule. Retirement credit is preserved.

Source: OUHSD Business Services, CalSTRS audit outcome.

Oxnard Union HSD - BAC Meeting - 10-06-26

CLASS IV · 1.0 FTE · 2026-27 RATES

Same dollars, one salary rate

Years of service	Before: schedule base	Before: longevity	After: single base pay rate
Year 11	\$132,000	\$0	\$132,000
Year 16	\$132,000	\$977	\$132,977
Year 20	\$132,000	\$1,943	\$133,943
Year 30	\$132,000	\$4,844	\$136,844

Total pay is the same in every row. Before, Step 11 was the top of the salary schedule and everything above it was longevity. Now the full amount is the salary rate for your years of service.

Source: OUHSD 2026-27 Certificated Salary Schedule (Teachers). Longevity shown is the schedule rate minus the Step 11 rate.

ILLUSTRATION · CLASS IV, YEAR 20, 11 MONTHLY PAYMENTS

What you see on your paystub

BEFORE · TWO EARNINGS LINES

Classroom Teacher	12,000.00
Longevity	176.64
Monthly salary	12,176.64

**AFTER · ONE EARNINGS LINE**

Classroom Teacher	12,176.64
Monthly salary	12,176.64

Same monthly salary. The longevity amount now sits inside the salary rate, at the higher rate for your years of service, so it is reported to CalSTRS as salary.

Illustration from the OUHSD 2026-27 Certificated Salary Schedule: \$133,943 a year over 11 payments. Line labels on your stub may differ.

AGREEMENT WITH CALSTRS

Updating the three prior years

1**Recalculate**

For each of the three prior school years, base pay and longevity are combined into one base pay rate.

2**Resubmit**

The District sends updated files to CalSTRS for those years.

3**Record**

CalSTRS records then show the combined amount as base pay for those years.

What you were paid does not change. What changes is how those earnings are recorded for retirement, which is what retirement calculators use as base pay.

CONNECTING THE AUDIT TO THE NEW LAW

How one schedule fits AB 1997 base pay

The schedule states the salary

A public pay schedule gives salary as an annualized pay rate for each class.

5 CCR 27251(a)(5)

Experience is built in

Salary goes to everyone in the class who meets the schedule's education and experience requirements.

5 CCR 27400(a)(3)

A restructure counts

Pay restructured into salary is salary from the effective date of the restructure.

5 CCR 27400(c)

Why not keep longevity separate? It could count as special pay for experience, but pay that does not meet every special pay test becomes supplemental pay. One salary schedule removes that question.

Source: Title 5 CCR 27251, 27400 and 27401, operative July 1, 2027 (CalSTRS final regulatory text)

CERTIFICATED STAFF

What this means for you

Your pay

No change in the amount you are paid. The combined rate equals the old base pay plus longevity.

Your paystub

One salary line at the rate for your class and years of service, in place of two lines.

Your retirement record

Service-based increases are reported to CalSTRS as salary, for the three updated years and going forward.

Still paid on top of salary: education incentives, such as BCLAD authorization (\$1,000 a year) and an earned doctorate or Juris Doctorate (\$2,000 a year).

To review your own CalSTRS record, sign in at my.calstrs.com.

Source: OUHSD 2026-27 Certificated Salary Schedule (Teachers), education incentives table.

STATE OF CALIFORNIA SOURCES

Sources

Statute and regulation

- [AB 1997 \(McKinnor\), Chapter 690, Statutes of 2024](#)
- [AB 2519 \(McKinnor\), Chapter 947, Statutes of 2026](#)
- [Education Code 22156.07, position subject to membership](#)
- [Title 5 CCR 27201 to 27801, final regulatory text](#)
- [CalSTRS Creditable Compensation Simplification regulations](#)
- [CalSTRS legislation page for AB 1997](#)

CalSTRS guidance and District records

- [CalSTRS bill analysis of AB 1997, as amended April 1, 2024](#)
- [Creditable Compensation Checklist, revised 9/8/2026](#)
- [AB 1997 and New File Format Crosswalk, revised 9/30/2026](#)
- [Position Subject to Membership job aid, revised 8/10/2026](#)
- CalSTRS member pages: [Retirement benefits](#), [Final compensation](#), [Age factor](#), [Accessing your funds](#), [Funding your DBS account](#), [Interest rates](#)
- OUHSD 2026-27 Certificated Salary Schedule (Teachers), effective July 1, 2026

Open enrollment: health benefits window

OPEN ENROLLMENT EMAIL

Sent today 10/6/26

OPEN ENROLLMENT · 2027 BENEFITS

Enroll by Friday, November 6

KEY DATES

Oct 6 · Enrollment opens

Oct 12 · Health fair, 2–4 pm, District Office Boardroom

Oct 12, 20 and 29 · Webinars, 5–6 pm. Links coming by email.

Nov 6 · Enrollment closes. No changes after this date, no exceptions.

Jan 1, 2027 · Changes take effect

Oxnard Union High School District

How to enroll

- 1 Sign in to Flock on a desktop computer: app.helloflock.com/login. Paper forms are not accepted.
- 2 Review the 2027 plan summaries and new rates. Your monthly cost may have changed.
- 3 Submit, then watch for Flock's confirmation email. Can't sign in or have a question? Reply to the open enrollment email.

Before you choose

Life insurance is not automatic. You must actively enroll in the basic term life plan or any added coverage.

Adding a dependent? Upload your marriage or CA domestic partnership certificate and each child's birth certificate.

Cash in lieu takes two steps each year. Waive in Flock, then submit the district form with proof of other coverage.

HSA or Health FSA, not both. You can pair a Dependent Care FSA with an HSA.

Plans and forms: oxnardunion.org › Business Services › Employee Benefits

ADA is the number the state pays on

15,747

students enrolled

October 2025 count

14,321

in class on an average day

P-2 average daily attendance (ADA),
2025-26

14,911

funded ADA

What the state paid on, 2025-26

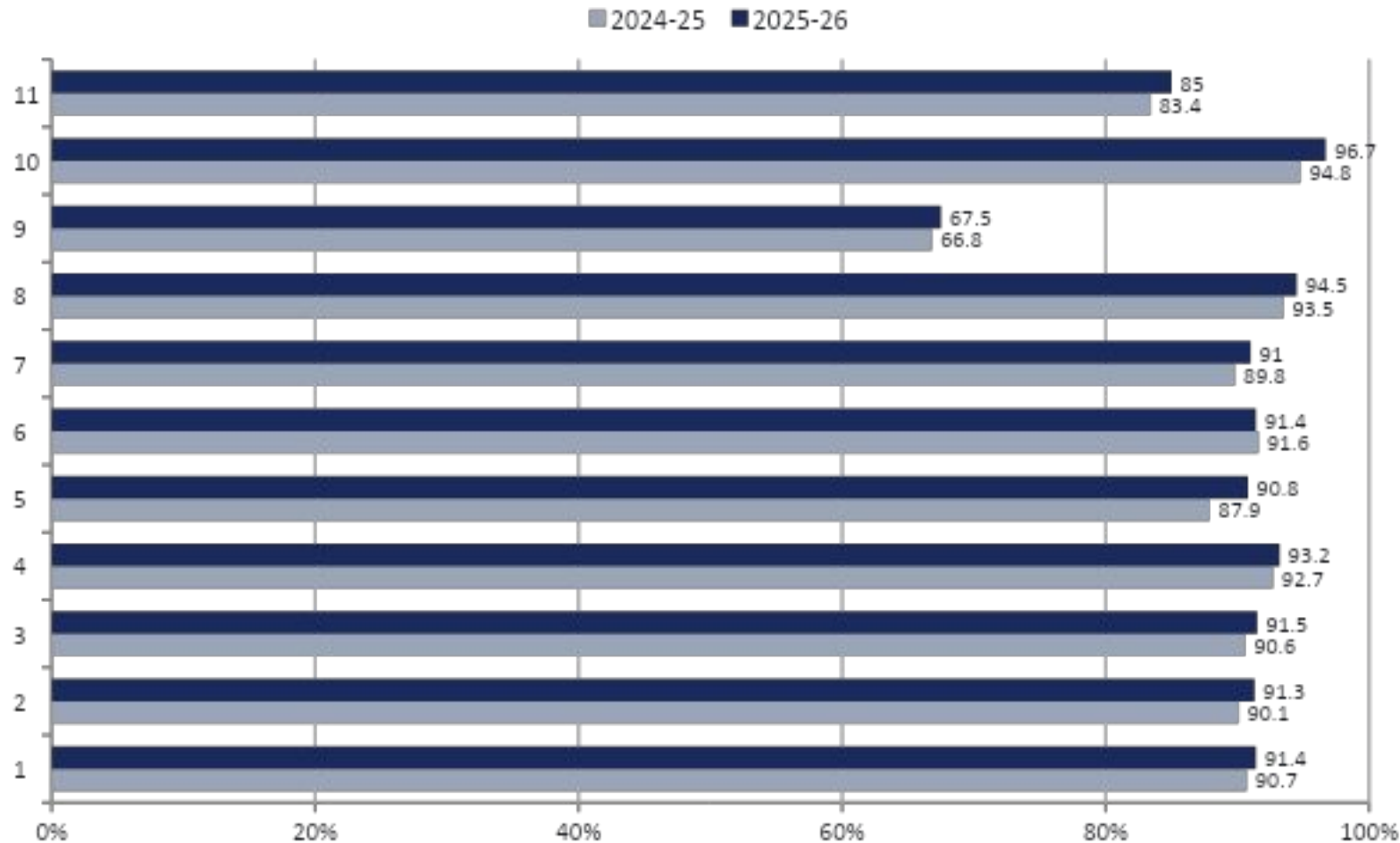


Why funded ADA is higher than this year's attendance

The state funds the highest of this year's ADA, last year's, or the average of the three prior years. That softens the drop when attendance falls.

On an average day, 90.9 percent of enrolled students were in class.

Attendance rose at ten of eleven schools



91.2%

present, all schools shown, 2025-26.
Up from 90.2% the year before.

Hueneme High: +2.8 points
the largest gain

Condor High and nonpublic school students are not included. Frontier is a continuation school with a shorter day.

OUHSD attendance up 2 points; gap to peers halved

School year	OUHSD	High school districts, statewide	All districts (SSC study)	OUHSD vs. high school districts
2018-19 (pre-pandemic)	93.1%	—	95.0%	—
2021-22 (statewide low)	89.1%	—	90.6%	—
2022-23	90.0%	—	—	—
2023-24	89.1%	92.0%	93.1%	-2.9
2024-25	89.0%	92.1%	—	-3.1
2025-26	90.9%	92.5%	—	-1.6

Chronic absence, statewide

19.4% of students in 2024-25, down from 30.0% in 2021-22: still nearly 1 in 5.

Recovery cap: 10 days per student

Saturday school adds ADA (5,641 days in 2025-26, slide 36) but does not lower the Dashboard chronic absence rate, per SSC.

Starting point

High school districts and districts with more unduplicated pupils tend to have lower attendance. OUHSD's UPP is about 75%.

+2.0 pts

OUHSD attendance rate, 2024-25 to 2025-26 (88.95% to 90.94%). High school districts statewide gained 0.41.

Gap to peers: 1.6 points

down from 3.1. One point is about 157 ADA.

Attendance rate = P-2 ADA ÷ Census Day enrollment (SSC method), district-operated schools, as on slide 26. Slide 27 uses a different measure: days present.

Source: School Services of California (SSC), Fiscal Report, "Student Attendance: What the Data Tell Us About the Recovery," by Kathleen Spencer and Wendi McCaskill, EdD, September 30, 2026. OUHSD: P-2 ADA reports and CDE Census Day enrollment. 2024-25 statewide figure derived from SSC's 2025-26 rate and gain.

Two days a month becomes chronic absence



About 6 hours

of class in every school day



2 days a month

adds up to 18 days a year



18 days = 10%

of the school year, the state's
line for chronic absence



All absences count

whether excused or not

Counts as an absence

Excused absences, unexcused absences, out-of-school suspensions, and independent study days that do not earn attendance credit.

Does not count

In-school suspension, and days when the school is closed. The definition is set in state law, and a district cannot change it.

For ADA, an excused absence is still an absence

	Excused absence	Unexcused absence
Counts as attendance for school funding (ADA)	No	No
Counts toward chronic absence	Yes	Yes
Counts toward truancy	No	Yes
Can make up missed work	Yes, by state law	Yes, at Oxnard Union schools

Since 1998-99

the state has counted only the days a student actually attends. Before that, excused absences counted as attendance for funding. Senate Bill 727 ended that.

A student is classified as a truant when absent without a valid excuse for more than 30 minutes on three days in one school year.

Enrollment changed every week: a net loss of 25

Date	Students enrolled	Change from prior count	Change since August 14
Aug 14	15,485	—	—
Aug 21	15,496	+11	+11
Aug 28	15,484	-12	-1
Sep 4	15,488	+4	+3
Sep 11	15,485	-3	0
Sep 18	15,486	+1	+1
Sep 28	15,476	-10	-9
Oct 5	15,460	-16	-25

15,460

students on October 5, two days before the official count. That is -25 from August 14.

Largest weekly drop: -16
September 28 to October 5

District-operated schools; charter schools are not included. August 7 is not shown: only Oxnard Middle College was in session.

Four large campuses lost students; Condor gained 53

Site	Aug 14	Aug 21	Aug 28	Sep 4	Sep 11	Sep 18	Sep 28	Oct 5	Change
Oxnard High	2,237	2,237	2,233	2,228	2,229	2,230	2,220	2,213	-24
Pacifica	2,147	2,139	2,138	2,131	2,131	2,130	2,132	2,127	-20
Hueneme	1,790	1,783	1,781	1,780	1,782	1,778	1,777	1,773	-17
Rio Mesa	1,686	1,678	1,668	1,667	1,668	1,671	1,672	1,671	-15
Anacapa Adult Transition	174	173	172	172	170	169	169	169	-5
Rancho Campana	812	812	812	811	810	808	808	808	-4
Adolfo Camarillo	2,183	2,184	2,179	2,181	2,178	2,179	2,174	2,181	-2
Frontier	254	253	248	249	247	249	251	252	-2
Oxnard Middle College	207	207	207	207	207	207	207	207	0
Del Sol	1,525	1,531	1,530	1,530	1,533	1,528	1,530	1,526	+1
Channel Islands	2,190	2,201	2,197	2,198	2,196	2,199	2,194	2,192	+2
District level (nonpublic placements)	29	30	33	36	38	38	38	37	+8
Condor	251	268	286	298	296	300	304	304	+53
District total	15,485	15,496	15,484	15,488	15,485	15,486	15,476	15,460	-25

Students enrolled at each weekly count. Change is August 14 to October 5. District-operated schools; charter schools are not included.

Grade 9 gained 20; grades 11, 12 and 12+ lost 47

Grade	Aug 14	Aug 21	Aug 28	Sep 4	Sep 11	Sep 18	Sep 28	Oct 5	Change
Grade 9	3,800	3,809	3,823	3,827	3,827	3,831	3,828	3,820	+20
Grade 10	3,762	3,762	3,765	3,766	3,768	3,770	3,771	3,764	+2
Grade 11	3,866	3,867	3,858	3,862	3,861	3,860	3,852	3,854	-12
Grade 12	3,802	3,805	3,796	3,795	3,794	3,792	3,792	3,790	-12
12+ and adult transition	255	253	242	238	235	233	233	232	-23
All grades	15,485	15,496	15,484	15,488	15,485	15,486	15,476	15,460	-25

Change from the prior count

Grade	Aug 14	Aug 21	Aug 28	Sep 4	Sep 11	Sep 18	Sep 28	Oct 5
Grade 9	—	+9	+14	+4	0	+4	-3	-8
Grade 10	—	0	+3	+1	+2	+2	+1	-7
Grade 11	—	+1	-9	+4	-1	-1	-8	+2
Grade 12	—	+3	-9	-1	-1	-2	0	-2
12+ and adult transition	—	-2	-11	-4	-3	-2	0	-1
All grades	—	+11	-12	+4	-3	+1	-10	-16

2026 bills: what the Governor signed and vetoed

Signed (11 of 26 shown)

AB 1763 Students excused for religious holidays or ceremonies with no parent request or principal approval.

Budget: Excused absences still reduce ADA (slide 30).

AB 2555 English learners reclassified on the state test score from July 1, 2027 (urgency bill).

Budget: Could lower the unduplicated pupil count behind supplemental and concentration grants.

AB 2440 Prop 28 arts and music: pooling across sites and a new supplement-not-supplant method.

Budget: Affects how the \$2.0M Prop 28 shift on slide 41 is documented and audited.

AB 1590 CTE Incentive Grant formula revised by 2027-28 so all funds are allocated.

Budget: CTE grant amounts may change.

SB 685 Nonpublic schools and agencies: stricter certification and oversight; faith-based providers allowed.

Budget: Could change the cost and availability of nonpublic placements (slide 42).

SB 577 Abuse-prevention policies and plans due December 1, 2027; changes to abuse claims against districts.

Budget: Staff time to adopt; possible liability and insurance effects.

AB 2490 New path to emergency substitute permits; up to 70 days in one classroom.

AB 1871 Dual enrollment: no principal recommendation or four-course limit.

AB 2017 Eid al-Fitr and Eid al-Adha become state holidays; closing is a local, bargained decision.

AB 1381, SB 1083 Tighter employment-history disclosure and background checks for staff and contractors.

Vetoed (5)

AB 1383 Pension (PEPRA) benefit increases.

Budget: Would have raised pension costs. No change.

AB 2142 Converting repeat short-term workers to classified positions.

Budget: Would have added staffing costs. No change.

AB 2526 Special education low-incidence funding formula.

Budget: SELPA funding formula stays as is.

AB 917 Permanent status after two years in small districts; ROP service credit.

SB 608 Condom access at school-based health centers; left to local decision.

Amber = possible budget effect for OUHSD

Across all subjects, the Governor signed 1,040 of 1,160 bills and vetoed 120. Signed bills take effect January 1, 2027 unless they are urgency statutes.

Source: School Services of California (SSC), Fiscal Report, "Governor Newsom Takes Final Action on 2026 Bills," by Kyle Hyland, October 5, 2026.

Economy grows, but inflation and rates stay high

2.5%

U.S. GDP growth, Q1 2026

Revised up from 2.1%. Q2 revised up to 2.2%.

3.7%

California GDP growth, Q1 2026

Ahead of the U.S., but the state labor force shrank 1.8% in a year.

5.0%+

10-year Treasury yield, September

Up from 3.97% in late February.

4.1%

U.S. unemployment, August

California runs about 1 point higher.

Outlook

Rest of 2026

Subdued by global tensions

Early 2027

California recovers

2027 to 2028

Growth speeds up

Inflation

Surges through mid-2027 on oil prices, then eases toward the 2% target.

Interest rates

10-year Treasury expected between 4.5% and 5.0% through 2028.

Jobs

U.S. payrolls grow 0 to 50,000 a month; unemployment near 4.2%.

What to watch for OUHSD

State revenue: A subdued California economy through 2026 can slow the state revenue that funds schools.

Costs: Higher fuel and energy prices raise transportation and utility costs.

Cash: Higher rates lift interest earnings but raise the cost of borrowing, such as a TRAN (short-term cash-flow loan).

Source: School Services of California (SSC), Fiscal Report, October 1, 2026, summarizing the UCLA Anderson Forecast fall 2026 conference. Growth rates are annualized.

Saturday school recovered 5,641 days, up 20%

Site	2024-25	2025-26	Change
Rio Mesa	848	1,507	+659
Channel Islands	634	941	+307
Pacifica	647	903	+256
Oxnard High	1,077	868	-209
Hueneme	888	772	-116
Del Sol	140	284	+144
Rancho Campana	10	183	+173
Oxnard Middle College	199	121	-78
Adolfo Camarillo	0	59	+59
Frontier	259	3	-256
Total	4,702	5,641	+939

5,641

days of attendance recovered in 2025-26, up 939 from 4,702 in 2024-25.

Recovery cap: 10 days per student
Adds ADA but does not lower the Dashboard chronic absence rate (SSC).

About 31 ADA if spread over a 180-day school year (26 in 2024-25). Largest increase: Rio Mesa, +659. Largest decrease: Frontier, -256.

A walkout keeps the day's ADA; a sit-out loses it



Walkout

The student comes to school, then leaves class to protest.

Counts toward ADA	Yes, if the student was in class for part of the day
Excused?	Once a year, with advance notice to the school
If not excused	Over 30 minutes counts toward truancy



Sit-out

The student stays home for the whole day.

Counts toward ADA	No, even if the absence is excused
Excused?	Once a year, with advance notice to the school
Either way	The day counts toward chronic absence

Bottom line: a sit-out costs a full day of ADA for every student who stays home, even when every absence is excused.

Attrition by job class, year over year

		2023-24 to 2024-25			2024-25 to 2025-26			2025-26 to 2026-27	
Job class	Attrition	Employees	Rate	Attrition	Employees	Rate	Attrition	Employees	Rate
Classroom Teacher	29	572	5.1%	55	520	10.6%	12	485	2.5%
Special Education Teacher	6	82	7.3%	10	84	11.9%	1	77	1.3%
Resource Teachers	6	63	9.5%	8	58	13.8%	1	56	1.8%
Counselor	4	59	6.8%	4	56	7.1%	1	53	1.9%
Other certificated	8	116	6.9%	20	151	13.2%	3	134	2.2%
Certificated total	53	892	5.9%	97	869	11.2%	18	805	2.2%
All classified	14	343	4.1%	36	353	10.2%	14	328	4.3%
All paraeducators	14	225	6.2%	24	232	10.3%	14	203	6.9%

OUHSD offered the PARS Supplemental Retirement Program (SRP) at the end of 2024-25, making that year's attrition higher than normal.

School resource officers cost \$1.55 million in 2025-26

School year	Annual SRO cost	Change from prior year	Cost per student
2023-24	\$1,648,195.69	—	\$99.88
2024-25	\$1,669,455.35	+\$21,260 (1.3%)	\$104.09
2025-26	\$1,553,910.78	−\$115,545 (6.9%)	\$98.68
Three-year total	\$4,871,561.82		

Source: OUHSD Business Services; enrollment from the California Department of Education.

\$1.55M

2025-26 SRO cost, down \$115,545 (6.9%) from 2024-25.

Three-year average: \$1.62M
\$4.87M in total, 2023-24 to 2025-26

Cost per student uses CDE Census Day enrollment, district-operated schools.

CYBHI: reimbursable services provided by OUHSD

The CYBHI Fee Schedule for School-Linked Behavioral Health Services is a new funding mechanism to ensure sustainable reimbursement for specific services provided in school settings.

It mandates Medi-Cal and commercial plans to reimburse at set rates for services provided to their members at school-based or linked sites.

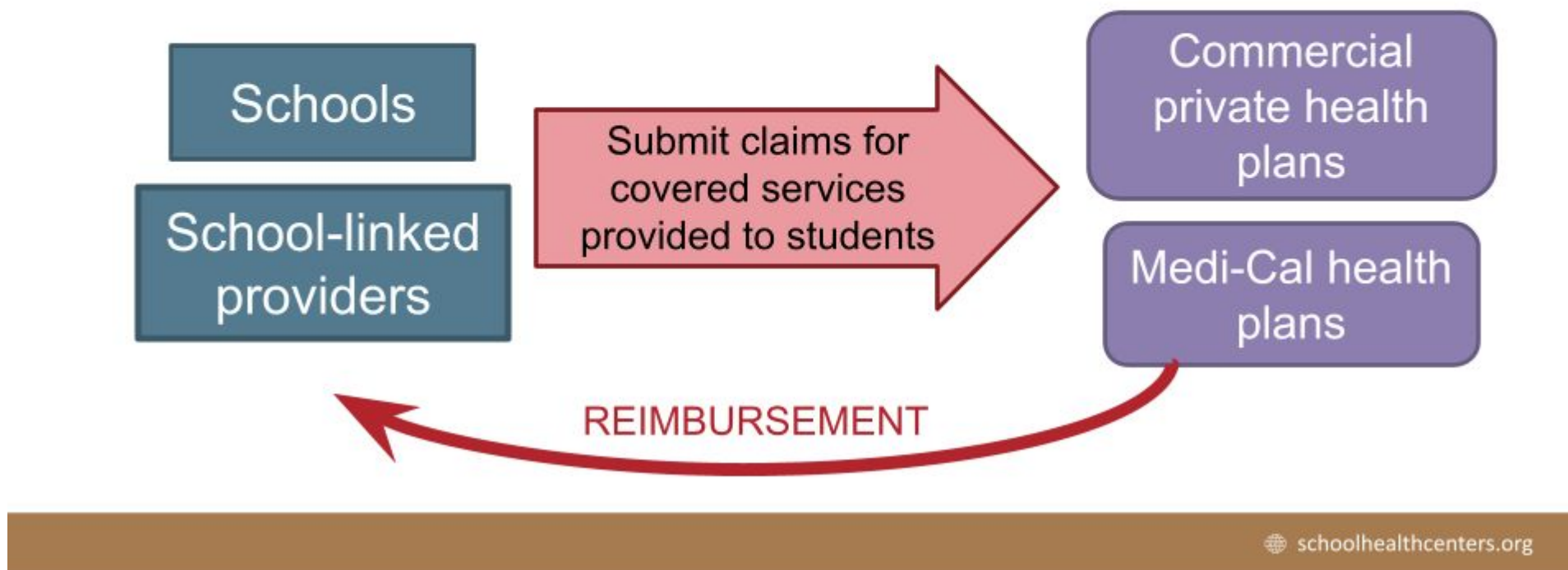
Parents provide health insurance information, but can opt out.

District staff, like Nurses, Psychologists, Wellness Specialists, etc., document reimbursable health services provided to students for reimbursement from their health insurance company

CYBHI: reimbursable services provided by OUHSD

CYBHI FEE SCHEDULE

- Establishes a set of school-based behavioral health services that all health plans must reimburse for.



Budget Stabilization Plan — Success Stories

The district is actively reducing costs as enrollment declines, while continuing to serve students

≈ \$7.4M in cost reductions realized in 2025-26 · + \$1.1M in additional revenue · 9 active initiatives across cost, revenue & risk

\$2.2M

SAVED

Special Education — new on-site service models

Services are now delivered through new on-site programs rather than referrals to outside agencies. This realized about \$2.2M in current-year savings while continuing to fully serve every student.

\$2.0M

NOW GRANT-FUNDED

Prop 28 Arts & Music — smarter master scheduling

An improved district master-scheduling process allowed full use of the Prop 28 Arts & Music grant, moving about \$2.0M of costs previously paid from other sources onto grant funding.

\$650K

SAVED

Substitute teacher program redesign

The new half-day / full-day substitute program implemented in 2025-26 reduced certificated substitute costs by a final \$650K.

\$600K

REDUCED

Software & technology spending review

Through the Budget Stabilization Plan review process, software expenditures were reduced by \$600K — part of continuing district-wide work to lower costs.

\$750K

SAVED

Timesheet & PAF controls on extra hours and overtime

New internal timesheet and Personnel Action Form (PAF) processes address extra hours and overtime, saving about \$750K — a Budget Stabilization Plan measure to lower overall staffing costs as enrollment declines.

Budget Stabilization Plan — Protecting Revenue & Managing Risk

Revenue recovery and prudent reserves complement the cost reductions

5,641 attendance days recovered via Saturday school · **+ \$1.1M** in additional revenue · **\$750K** reserved for late excess-cost bills

ADA gains

SUSTAIN

Saturday school attendance-recovery program revamp

The revamped program is producing real, measurable ADA gains — 5,641 attendance days recovered across 10 sites in 2025-26 — lifting certified ADA and the LCFF entitlement in the budget years. Sustaining this effort is essential to keeping the revenue gains now being realized.

+\$1.1M

ADDED REVENUE

Additional revenue — grants, interest earnings & TRAN

Current-year revenue rose about \$1.1M from grants and interest earnings. Most notably, interest earnings recovered the full cost of borrowing the 2025-26 TRAN (Tax and Revenue Anticipation Note) cash-flow loan — the majority of the change.

\$1.2M

LOWER · RESERVED

Excess costs to outside agencies — lower, with a cautious reserve

Payments to outside agencies for excess costs ended \$1.2M below estimate. Because these costs rose 40% in 2024-25 and some bills are still outstanding, the district set aside a \$750K Excess Cost Assignment. If final bills match VCOE projections, that reserve is released to the 2026-27 budget.

\$1.7M

DEFERRED · TIMING

CalSHAPE facilities grant deferred to 2026-27

The CalSHAPE project moved to 2026-27, lowering 2025-26 capital outlay by \$1.7M. The grant revenue moves with it, so this is a timing change — not a loss of funding — and the project remains fully funded.

\$15.9 million in one-time state funds for 2026-27

Program	Statewide	Based on	SSC rate	OUHSD estimate
Student Support and Professional Development Discretionary Block Grant	\$5 billion	2025-26 P-2 ADA	\$934.78 per ADA	\$13,412,379
Learning Recovery Emergency Block Grant (LREBG), restored	\$757 million	2021-22 ADA × UPP	\$228.64 per funded ADA	\$2,442,180
Total for OUHSD				\$15,854,559

\$15.9M

one-time state funding for OUHSD, SSC estimate: \$13.41M block grant plus \$2.44M LREBG.

LREBG returns funds from the district’s earlier allocation that were pulled back in prior years.

Planned uses

1 Cancelled furlough days

Covers the cost of cancelling the 3 staff furlough days.

2 Staffing overages

Covers staffing above budgeted levels in 2026-27.

3 One-time costs

For example, replacing some vehicles with electric vehicles, as the state continues to require.

Source: School Services of California (SSC), “SSC Estimates for State Budget One-Time Funding Now Available,” by Dave Heckler, 09/14/26. Estimates; final amounts will be determined by the California Department of Education.

Now, the live pages

Enrollment Data

Students enrolled each October since 1981-82

Average Daily Attendance (ADA)

Students in class, and how many the state pays for

Unduplicated Pupil Percentage

UPP: who is in the count for extra funding

LCFF Funding Guide

How the formula works, step by step

Declining Enrollment LCFF Impact

What falling enrollment has meant for funding

Enrollment by School Site

Each high school's enrollment over time

LCFF Funding Explorer

Change enrollment or attendance and see the result

LCFF UPP Explorer

Why the income form matters, due October 31

Attendance by School

Why attendance matters, and each school's two years

All nine pages: oxnardunion.org/departments/business-services/district-data

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