OXNARD UNION HIGH SCHOOL DISTRICT

CERTIFICATED SALARY SCHEDULE

Teachers · Speech-Language Pathologist · School Nurse · Teacher Librarian · Specialists

07/01/2026 – 06/30/2027 SCHOOL YEAR

Effective July 1, 2026 · Board Adopted: 08/12/2026

How to Read This Salary Schedule

- **Class —** your placement column, set by your degree and qualifying units of training. HR assigns your class at hire; see the placement notes below.
- **Step —** your experience level within a class. You advance one step per year of service through the top step of your class.
- **Years of Service —** total qualifying years, used to set your step and, at the top of the class, your service-based rate.
- **Annualized Pay Rate —** the full-time (1.0 FTE) salary for your class and step.
- **Work Year —** 184 contract days at a 6-hour day (1.0 FTE). Certain specialist positions use a 7-hour day (see notes).
- **Proration —** part-time or partial-year assignments are paid proportionally to the 1.0 FTE rate.

Questions? Placement and work-calendar questions are handled by the District's Human Resources Office. Contact HR before or during the application process.

Class Placement — Education & Credential Requirements

Class	Education Requirement	Credential Requirement
Class I/A	CTE (Career Technical Education) — non-BA holder	Clear CTE Credential
Class I	Bachelor's degree (BA)	Preliminary Credential — General Secondary, Standard Secondary, or Single Subject; or Clear CTE Credential
Class II	BA plus 30 upper-division semester units	Clear Credential — General Secondary, Standard Secondary, or Single Subject; or Clear CTE Credential
Class III	BA plus 45 upper-division semester units	Clear Credential — General Secondary, Standard Secondary, or Single Subject; or Clear CTE Credential
Class IV	BA plus 60 upper-division semester units, or a Master's degree (MA)	Clear Credential — General Secondary, Standard Secondary, or Single Subject; or Clear CTE Credential

Annualized Pay Rate by Class and Years of Service (1.0 FTE, 184-day work year)

Each figure is the full-time annualized salary rate for the class and step shown. Part-time and partial-year assignments are prorated to the 1.0 FTE rate. [Ed. Code §§22119.2, 45023, 45028; 5 CCR §27400]

Years of Service [1]	Step	Class I/A	Class I	Class II	Class III	Class IV
Year 1	1	$70,895	$70,895	$71,739	$78,132	$84,515
Year 2	2	$70,895	$70,895	$76,492	$82,880	$89,264
Year 3	3	$74,858	$74,858	$81,242	$87,621	$94,011
Year 4	4	$79,593	$79,593	$85,990	$92,380	$98,764
Year 5 [2]	5	$84,354	$84,354	$90,740	$97,118	$103,514
Year 6	6	$89,096	$89,096	$95,487	$101,871	$108,249
Year 7	7	$93,674	$93,674	$100,231	$106,627	$112,999
Year 8	8	$98,253	$93,674	$104,981	$111,371	$117,762
Year 9	9	$102,832	$93,674	$109,731	$116,121	$122,490
Year 10	10	$107,411	$93,674	$114,489	$120,859	$127,259
Year 11	11	$111,989	$93,674	$119,230	$125,612	$132,000
Years 12–15	Top	$111,989	$93,674	$119,230	$125,612	$132,000
Years 16–18	Top	$112,966	$94,651	$120,207	$126,589	$132,977
Years 19–21	Top	$113,932	$95,617	$121,173	$127,555	$133,943
Years 22–24	Top	$114,900	$96,585	$122,141	$128,523	$134,911
Years 25–27	Top	$115,871	$97,556	$123,112	$129,494	$135,882
Years 28–30	Top	$116,833	$98,518	$124,074	$130,456	$136,844
Years 31–33	Top	$117,805	$99,490	$125,046	$131,428	$137,816
Years 34–36	Top	$118,773	$100,458	$126,014	$132,396	$138,784
Year 37+	Top	$119,741	$101,426	$126,982	$133,364	$139,752

Important Notes

- **([1]) Annualized Class Rates:** Rates for Years 12 and beyond are the class top-step salary with service-based salary increases, shown as full annualized salary rates on this schedule.
- **([2]) Previous Experience Credit:** Highest placement for newly hired employees is *Year 5* of assigned Class with the exception of newly hired Speech-Language Pathologist and Visually Impaired teacher.
- **Degrees / Units Credit:** Salary credit is granted for degrees/units relevant to the assignment; degrees in administration (Business, Public) are generally excluded. All units are semester units — a quarter unit equals 2/3 of a semester unit. [Ed. Code §45028]
- **Class I/A Step Movement:** Class I/A Steps 8 through 11 are reserved for non-BA holders with a Clear CTE Credential only.
- **Contract Days:** 184-day work year, 6-hour day, and 1.0 FTE. Exception: Instructional Specialists, Program Specialists, and Behavior Intervention Specialists are based on a 184-day work year, 7-hour day, and 1.0 FTE.

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Education Incentives — Remuneration in Addition to Salary

The education incentives below are paid annually in addition to the salary-schedule amount to employees in the covered classes who hold the stated authorization or degree; advanced-degree incentives require a degree from an accredited college or university. These are remuneration paid in addition to salary (special pay) — they are not part of the annualized salary rates in the table above — and are reported to CalSTRS separately under the conditions of 5 CCR §27401, available to all employees in the class who meet the requirement. Whether and how each incentive is creditable is subject to §27401 and CalSTRS determination. [Ed. Code §22119.2(a)(2); 5 CCR §27401]

Education Incentive	Requirement	Annual Amount	Monthly (Annual/11)
BCLAD Authorization	Valid BCLAD (Bilingual, Cross-cultural, Language and Academic Development) authorization	**$1,000**	**$90.909**
Doctoral Earned Degree	Earned doctorate from an accredited college or university	**$2,000**	**$181.818**
Juris Doctorate Earned Degree	Earned Juris Doctorate (J.D.) from an accredited college or university	**$2,000**	**$181.818**

Position Titles / Job Classes Covered by This Salary Schedule

Job Class and Description below are the certificated job classes as reported to CalSTRS. All are compensated under this schedule and subject to CalSTRS membership. [Ed. Code §22112.5; 5 CCR §§27300, 27400]

Job Class	Description	Job Class	Description
Classroom, Special Education & Pupil-Services Positions — 184-day work year, 6-hour day, 1.0 FTE			
CRTCHR	Classroom Teacher	**CRTCHRELEC**	Classroom Teacher Elective
CONDCTETCHR	Condor HS CTE Teacher	**CONDTCHR**	Condor HS Teacher
CECTETCHR	Continuation HS CTE Teacher	**CETCHR**	Continuation HS Teacher
RSTCHR	Resource Teachers	**SEADAPT**	SPED Adaptive PE
SETCHR	Special Education Teacher	**TCHRSPASSIGN**	Teacher on Special Assign.
TCHSPSPED	Teacher on Special Assignment SPED	**SPLANG**	Speech Language Pathologist
NURSES	Nurse	**LMTCHR**	Teacher Librarian / Library Media Teacher
Specialist Positions — 184-day work year, 7-hour day, 1.0 FTE			
BEHINTSPC	Behavioral Intervention Special	**INSTSPEC**	Instructional Specialist
INSTSPEC CTE	Instructional Specialist CTE	**PROGSP**	Program Specialist
PRGSPCAT	Program Specialist Categorical	**PRGSPCTE**	Program Specialist CTE
PRGSPSTPGMS	Program Specialist Students		

Legal Authority & CalSTRS Compliance (Publicly Available Pay Schedule)

This is a publicly available pay schedule (PAPS) for positions subject to CalSTRS membership, maintained in compliance with the Teachers' Retirement Law and CalSTRS regulations. It meets each requirement of a compliant certificated pay schedule:

1. **Duly approved and adopted** by the Governing Board of the Oxnard Union High School District in accordance with applicable public-meeting laws, and adopted as a printed certificated salary schedule (see Board Adopted date in header). *[Ed. Code §§45022, 45023; 5 CCR §27400]*
2. **Identifies the class of employees** and position title(s) covered — see table above. *[Ed. Code §22112.5; 5 CCR §27300]*
3. **States the annualized pay rate** for each class and step directly, without reference to any other document. *[5 CCR §27400]*
4. **Indicates the time base / full-time equivalent** used to earn the annualized pay rate — a 184-day work year at a 6-hour day (1.0 FTE). Full time is the days/hours of creditable service required to earn the annualized pay rate; minimum standards are set by statute. Instructional Specialists, Program Specialists, and Behavior Intervention Specialists are based on a 184-day work year at a 7-hour day (1.0 FTE). *[Ed. Code §22138.5]*
5. **Is uniform** as to years of training and years of experience, as required for certificated salary schedules. *[Ed. Code §45028]*
6. **Shows an effective date and a board-adoption/revision date** (see header). *[5 CCR §27400]*
7. **Is publicly available** — printed and made available to each certificated employee, posted for public review at the District office and on the District website, and available upon request. *[Ed. Code §§22119.2, 45023; 5 CCR §27400]*
8. **Characterizes all amounts as salary** — every rate is salary, used as the basis for future pay increases and disclosed directly, with the full years-of-service progression carried through the top of the scale. *[5 CCR §27400]*
9. **Annualized pay rate.** For CalSTRS reporting, the District reports the full-time annualized pay rate for the position — the salary a member would earn for full-time creditable service during the school term under this schedule — regardless of the member's actual assigned time base; part-time assignments are prorated. *[Ed. Code §§22119.2, 22138.5; 5 CCR §27400]*
10. **Forward compliance (AB 1997).** This format aligns with AB 1997 (Stats. 2024), which redefines "annualized pay rate" and requires salary schedules for all positions subject to membership, effective no later than July 1, 2027. *[AB 1997, amending Ed. Code §§22112.5, 22119.2, 22119.5, 22138.5]*
11. **Pay periods.** Certificated salaries are paid on the schedule set by Education Code §45048, using the pay-period option adopted under §45038; positions with work years under 210 days may be paid in equal installments over the assigned work year or, where employee selects, over twelve months, per District payroll policy and the collective bargaining agreement. *[Ed. Code §§45038, 45048]*

CalSTRS Compliance Note. Certificated employees are members of the CalSTRS Defined Benefit Program (State Teachers' Retirement Plan) and are part of the certificated service for retirement purposes; members first covered before January 1, 2013 are CalSTRS 2% at 60, and members first covered on or after January 1, 2013 are CalSTRS 2% at 62 (PEPRA). Standard work calendar for full-time (1.0 FTE) is 184 days at a 6-hour day. The annualized (full-time) pay rate shown is the salary reported to CalSTRS; assignments of fewer days/hours or less than 1.0 FTE are prorated to that annualized rate. Compensation on this schedule is reported to CalSTRS as salary per Ed. Code §22119.2 and 5 CCR §27400.