OXNARD UNION HIGH SCHOOL DISTRICT

CERTIFICATED SALARY SCHEDULE

Counselors (Comprehensive /Special Programs/Therapists)

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 —** 193 contract days at a 6-hour day (1.0 FTE).
- **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	MA or Equivalent	Clear Credential
Class II	MA or Equivalent plus 30 upper-division semester units	Clear Credential
Class III	MA or Equivalent plus 45 upper-division semester units	Clear Credential
Class IV	MA or Equivalent including 60 upper-division semester units	Clear Credential

Annualized Pay Rate by Class and Years of Service (1.0 FTE, 193-day work year)

Each figure is the full-time annualized salary rate for the class and step shown, disclosed directly on this schedule. 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	Class II	Class III	Class IV
Year 1	1	$74,327.00	$75,210.00	$81,913.00	$88,604.00
Year 2	2	$74,327.00	$80,193.00	$86,890.00	$93,583.00
Year 3	3	$78,480.00	$85,174.00	$91,861.00	$98,560.00
Year 4	4	$83,446.00	$90,150.00	$96,849.00	$103,438.00
Year 5 [2]	5	$88,438.00	$95,130.00	$101,817.00	$108,522.00
Year 6	6	$93,407.00	$100,106.00	$106,800.00	$113,487.00
Year 7	7	$98,207.00	$105,125.00	$111,786.00	$118,466.00
Year 8	8	$98,207.00	$110,060.00	$116,760.00	$123,459.00
Year 9	9	$98,207.00	$115,040.00	$121,740.00	$128,417.00
Year 10	10	$98,207.00	$120,029.00	$126,707.00	$133,415.00
Year 11	11	$98,207.00	$124,999.00	$131,690.00	$138,386.00
Years 12–15	Top	$98,207.00	$124,999.00	$131,690.00	$138,386.00
Years 16–18	Top	$99,231.96	$126,023.96	$132,714.96	$139,410.96
Years 19–21	Top	$100,245.14	$127,037.14	$133,728.14	$140,424.14
Years 22–24	Top	$101,260.47	$128,052.47	$134,743.47	$141,439.47
Years 25–27	Top	$102,279.00	$129,071.00	$135,762.00	$142,458.00
Years 28–30	Top	$103,287.92	$130,079.92	$136,770.92	$143,466.92
Years 31–33	Top	$104,307.52	$131,099.52	$137,790.52	$144,486.52
Years 34–36	Top	$105,322.85	$132,114.85	$138,805.85	$145,501.85
Year 37+	Top	$106,338.17	$133,130.17	$139,821.17	$146,517.17

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]
- **Contract Days:** 193-day work year, 6-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, compensated on this Counselor salary scale and subject to CalSTRS membership. [Ed. Code §22112.5; 5 CCR §§27300, 27400]

Job Class	Description	Job Class	Description
Counselor Positions — 193-day work year, 6-hour day, 1.0 FTE			
CNSLER	Counselor	CEO6 1	Licensed Mental Health Therapist
AECNCL	Adult Ed Counselor		

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 193-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. *[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 193 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.