OXNARD UNION HIGH SCHOOL DISTRICT

ADULT EDUCATION SALARY SCHEDULE

Adult Education Teacher · Adult Education Counselor · Adult Education Hourly · Adult Education Substitute · Adult Education Professional Expert

07/01/2026 – 06/30/2027 SCHOOL YEAR

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

Position Titles / Job Classes Covered by This Salary Schedule

The certificated job classes reported to CalSTRS are the Adult Ed Teacher and Counselor; the specific Adult School positions within each job class, and their credential requirements, are listed below. All are compensated under this schedule and subject to CalSTRS membership. [Ed. Code §22112.5; 5 CCR §§27300, 27400]

Adult Education Certificated Positions	Credential / Key Requirements
Adult Ed Teacher · 175-day work year · 6.4hr. · Class I / II	
ESL Teacher	Adult Education Teaching Credential (ESL); or Single Subject or Multiple Subject credential
Adult Basic & Secondary Education (ABSE) Teacher	Adult Education Teaching Credential (Elementary or Secondary Basic Skills); or Multiple Subject, Single Subject, or Special Education credential; five years teaching experience
English Literacy Civics Resource Teacher	Designated Subjects Adult Education Teaching Credential (ESL), or Multiple / Single Subject credential; plus, ELD or SDAIE authorization
Assessment & Accountability Resource Teacher	Valid California Teaching Credential
CNA Instructor	Designated Subjects CTE Teaching Credential (or eligibility) + current California RN / LVN license; two years nursing experience; CDPH approval (hourly, 12–24 hr./wk.)
CNA Program Director	Designated Subjects CTE Teaching Credential (or eligibility) + current California RN license; three years nursing experience; CDPH approval
Adult Ed Counselor · 193-day work year · 6.4hr. · Counselor Class I	
Counselor	Master's degree or equivalent; valid Pupil Personnel Services (PPS) — School Counseling credential
Professional Expert · 175-day work year · 6.4hr	**Key Requirements**
Avocational (Range PE 1)	Avocational — no college degree required; specialized knowledge in an avocational subject to enhance personal growth and enrich quality of life.
Vocational (Range PE 2)	Vocational — no college degree required; expert knowledge and experience related to job skills in the private or public work sectors.
Technical (Range PE 3)	Technical — college degree desirable but not required; at least five years of work experience in a technical field (salary commensurate with industry).
Advanced Technical (Range PE 4)	Advanced Technical — Bachelor's degree required.
Specialized (Range PE 5)	Specialized — Bachelor's degree and at least five years professional experience; expert provides specialized skill training.
Professional (Range PE 6)	Professional — Bachelor's degree and at least five years professional-level preparation / experience; prepares students to pass state or federal licensing or certification exams and meet program accreditation standards.
Advanced Professional (Range PE 7)	Advanced Professional — Doctorate and/or at least ten years professional / management experience (e.g., dentists, doctors, pharmacists, lawyers, Ed.D / Ph.D).

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 175-day work year at a 6.4-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. Adult Education Counselors are based on a 193-day work year at a 6.4-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 175 days at a 6.4-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.

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How to Read This Salary Schedule

- **Hourly Rate —** Adult Education certificated employees are paid on an hourly basis. Rate is set by your class and years of service, shown in the table below.
- **Class —** Adult Ed Teacher places on Class I or Class II; Adult Ed Counselor places on Counselor Class I.
- **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 —** placement advances by qualifying years of service.
- **Annualized Pay Rate —** the full-time (1.0 FTE) salary for the class and step.
- **Work Calendar —** Work calendar is assigned by job class, shown in table.

Questions? Placement and work-calendar questions are handled by the District's Human Resources Office.

Class Placement — Education & Credential Requirements

Class	Position	Education Requirement	Credential Requirement
Class I	Adult Ed Teacher	Bachelor's degree (BA)	Clear Credential — General Secondary, Standard Secondary, or Single Subject; or Clear CTE Credential
Class II	Adult Ed Teacher	BA plus 45 upper-division semester units or a Master's degree (MA)	Clear Credential — General Secondary, Standard Secondary, or Single Subject; or Clear CTE Credential
Counselor Class I	Adult Ed Counselor	Master's degree (MA) or equivalent	Clear Credential

Adult Education Hourly & Annualized Rate by Class and Years of Service (1.0 FTE)

For each class the hourly rate is shown with its annualized (full-time) equivalent side by side. The annualized rate is the hourly rate × 1,120 hours (175 days at 6.4 hours/day, 1.0 FTE) or the annualized rate is the hourly rate × 1,235.2 hours (193 days at 6.4 hours/day, 1.0 FTE) and is the salary reported to CalSTRS; part-time assignments are prorated. [Ed. Code §§22119.2, 22138.5, 45023, 45028; 5 CCR §27400]

Years of Service [1]	Step	Class I (175-day)		Class II (175-day)		Counselor Class I (193-day)	
		Hourly	Annualized	Hourly	Annualized	Hourly	Annualized
Years 1–2	1	$57.93	$64,881.60	$60.82	$68,118.40	$83.47	$103,102.14
Years 3–5	2	$60.42	$67,670.40	$63.43	$71,041.60	$90.44	$111,711.49
Years 6–8	3	$63.11	$70,683.20	$66.24	$74,188.80	$98.01	$121,061.95
Years 9–11	4	$65.89	$73,796.80	$69.17	$77,470.40	$105.58	$130,412.42
Years 12–15	5[2]	$68.53	$76,753.60	$72.01	$80,651.20	$113.72	$140,466.94
Years 16–18	Top	$69.28	$77,593.60	$72.76	$81,491.20	$114.47	$141,393.34
Years 19–24	Top	$70.03	$78,433.60	$73.51	$82,331.20	$115.22	$142,319.74
Years 25–27	Top	$70.78	$79,273.60	$74.26	$83,171.20	$115.97	$143,246.14
Years 28–30	Top	$71.54	$80,124.80	$75.02	$84,022.40	$116.73	$144,184.90
Years 31–33	Top	$72.29	$80,964.80	$75.77	$84,862.40	$117.48	$145,111.30
Years 34+	Top	$73.04	$81,804.80	$76.52	$85,702.40	$118.23	$146,037.70

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 *Step 5* of assigned Class.
- **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:** Teachers -175-day work year, 6.4-hour day, and 1.0 FTE. Counselors - 193-day work year, 6.4-hour day, and 1.0 FTE.

Adult Education Extra-Duty & Substitute Hourly Rates

Rate Category		Hourly Rate
Extra Duty – Non-Student Contact / Inservice	(effective 07/01/2026)	**$54.81 / hr.**
Substitute Teacher – Non-Unit Member	(effective 01/01/2023)	**$32.70 / hr.**

Professional Expert – Hourly Rate and Annualized Full-Time-Equivalent (Adult School)

Hourly rate by category as board-adopted 01/18/2023; the annualized column is the hourly rate × 1,120 hours (175 days at 6.4 hours/day, 1.0 FTE), shown for full-time-equivalent reference.

Range	Professional Expert Category (175-day)	Hourly Rate	Annualized
1	Avocational	**$21.81**	$24,427.20
2	Vocational	**$27.25**	$30,520.00
3	Technical	**$32.71**	$36,635.20
4	Advanced Technical	**$38.17**	$42,750.40
5	Specialized	**$43.62**	$48,854.40
6	Professional	**$49.06**	$54,947.20
7	Advanced Professional	**$70.87**	$79,374.40