OXNARD UNION HIGH SCHOOL DISTRICT

CERTIFICATED SALARY SCHEDULE

Extra Duty Stipends

07/01/2026 – 06/30/2027 SCHOOL YEAR

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

How to Read This Salary Schedule

- **Classification Level —**Find the level in the Athletic or Co-Curricular tables, then find the dollar amount from the Stipend Pay Table.
- **Step —** your step is the number of documented terms you have served coaching that specific sport or activity in the district. Steps do not transfer between sports/activities.
- **Additional Pay —**CIF playoff pay and advancement pay are in the Additional Pay & Adjustments table.

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

Athletic / Co-Curricular Coaching Stipend Pay Table

*Each level is a fixed percentage of the Class I/A base salary — **Level 1 = 8.25%, Level 2 = 6.75%, Level 3 = 5.50%, Level 4 = 4.00%, Level 5 = 2.50%** of the coach's salary step. Under Article 21.2.3, a "step" is one documented term of service coaching that specific sport or activity (District service only; experience does not carry between sports/activities). After Step 11, longevity for service adds $150 at each band shown; each figure below is the full amount, disclosed directly on this schedule. [Ed. Code §45028; 5 CCR §27400]*

Step / Years of Service	Level 1			Level 2			Level 3	Level 4	Level 5
	Base	+30%	+50%	Base	+30%	+50%			
Step 1 – Walk-On	$5,849	-	-	$4,785	-	-	$3,899	$2,836	$1,772
Step 1	$5,849	$7,604	$8,774	$4,785	$6,221	$7,178	$3,899	$2,836	$1,772
Step 2	$5,849	$7,604	$8,774	$4,785	$6,221	$7,178	$3,899	$2,836	$1,772
Step 3	$6,176	$8,029	$9,264	$5,053	$6,569	$7,580	$4,117	$2,994	$1,871
Step 4	$6,566	$8,536	$9,849	$5,373	$6,985	$8,060	$4,378	$3,184	$1,990
Step 5	$6,959	$9,047	$10,439	$5,694	$7,402	$8,541	$4,639	$3,374	$2,109
Step 6	$7,350	$9,555	$11,025	$6,014	$7,818	$9,021	$4,900	$3,564	$2,227
Step 7	$7,728	$10,046	$11,592	$6,323	$8,220	$9,485	$5,152	$3,747	$2,342
Step 8	$8,106	$10,538	$12,159	$6,632	$8,622	$9,948	$5,404	$3,930	$2,456
Step 9	$8,484	$11,029	$12,726	$6,941	$9,023	$10,412	$5,656	$4,113	$2,571
Step 10	$8,861	$11,519	$13,292	$7,250	$9,425	$10,875	$5,908	$4,296	$2,685
Step 11 (Top)	$9,239	$12,011	$13,859	$7,559	$9,827	$11,339	$6,159	$4,480	$2,800
Top + 15 Years	$9,389	$12,206	$14,084	$7,709	$10,022	$11,564	$6,309	$4,630	$2,950
Top + 20 Years	$9,539	$12,401	$14,309	$7,859	$10,217	$11,789	$6,459	$4,780	$3,100
Top + 25 Years	$9,689	$12,596	$14,534	$8,009	$10,412	$12,014	$6,609	$4,930	$3,250
Top + 30 Years	$9,839	$12,791	$14,759	$8,159	$10,607	$12,239	$6,759	$5,080	$3,400

Advancement Additional Pay Stipends

Pay Item	Amount
Post-season CIF playoff competition— Head Athletic Coach	**$300**
Post-season CIF playoff competition — Assistant Athletic Coach	**$150**
Post-season CIF playoff performance — Music Program Director	**$300**
Post-season CIF playoff performance — Cheer Team Head Coach	**$300**
Advancement above County level — Mock Trial / Academic Decathlon	**$150**

Notes:

- "Walk-on" head coaches are considered classified and shall be placed on Step 1 of the appropriate level of their sport and shall not advance in step.
- The Athletic / Co-Curricular Coaching Stipend Pay Table includes a (30%) and (50%) additional from the base rate which applies to head varsity coaches who are certificated employees and are not assigned an advanced PE course on regular schedule in their sport.
  - (30%) applies if less than 30 student athletes are enrolled in the program
  - (50%) applies if more than 30 student athletes are enrolled in the program.
- Positions in addition to those designated on this list must be authorized by the Assistant Superintendent, Human Resources; stipends not provided for must be paid from alternative funding.
- Classification levels and stipend percentages are established under Article 21.2.2 of the Certificated Contract and are disclosed in full in the tables above.
- Step advancement (21.2.3): each step equals one documented term of service in a specific area or sport. District extra-duty service counts toward step advancement; experience in one area/sport does not count toward another, and no credit is given for experience outside the District.
- Longevity (21.2.4): the longevity increase is based on years of service in the same area/sport and is shown in the "Top + Years" rows of the pay table.
- Re-entry (21.2.5): a certificated employee rehired into an extra-duty assignment previously held in the District re-enters at one step above their previously attained step.
- One-stipend limit (21.2.7): an athletic coach may not be paid for more than one coaching position per season of sport, and a unit member may receive only one extra-duty stipend per semester — unless the position was posted and no other qualified certificated unit member applied.

OXNARD UNION HIGH SCHOOL DISTRICT

CERTIFICATED SALARY SCHEDULE

Extra Duty Stipends

07/01/2026 – 06/30/2027 SCHOOL YEAR

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

Athletic Coaching — by Program

Sport	Boys — Allowable Coaches			Girls — Allowable Coaches		
	Level 1	Level 2	Level 3	Level 1	Level 2	Level 3
Baseball (Boys) / Softball (Girls)	Head Varsity - One (1)	—	JV - One (1) Freshman - One (1)	Head Varsity - One (1)	—	JV - One (1) Freshman - One (1)
Basketball	Head Varsity - One (1)	JV - One (1)	Frosh/Soph - One (1)	Head Varsity - One (1)	JV - One (1)	Frosh/Soph - One (1)
Beach Volleyball	—	Head Varsity - One (1)	—	—	Head Varsity - One (1)	—
Cross Country	Head Varsity - One (1)	—	Assistant - One (1)	Head Varsity - One (1)	—	Assistant - One (1)
Football (Boys) / Flag Football (Girls)	Head Varsity - One (1)	Asst. Varsity - One (1) Head JV - One (1) Head Frosh/Soph - One (1)	Asst. JV - One (1) Asst. Frosh/Soph - One (1)	Head Varsity - One (1)	Head JV// Asst. Varsity - One (1)	—
Cheer	—	—	—	Sideline Varsity - One (1) Comp. Stunt Varsity [2] - One (1)	—	Sideline JV - One (1)
Golf	Head Varsity - One (1)	—	—	Head Varsity - One (1)	—	—
Soccer	Head Varsity - One (1)	—	JV - One (1) Freshman - One (1)	Head Varsity - One (1)	—	JV - One (1) Freshman - One (1)
Swimming [1]	Head Varsity - One (1)	—	Assist. Varsity - One (1) [1]	Head Varsity - One (1)	—	Assist. Varsity - One (1) [1]
Tennis	Head Varsity - One (1)	—	—	Head Varsity - One (1)	—	—
Track & Field [1]	Head Varsity - One (1)	Head JV Varsity - One (1)	Assist. Varsity - One (1) [1]	Head Varsity - One (1)	Head JV Varsity - One (1)	Assist. Varsity - One (1) [1]
Volleyball	Head Varsity - One (1)	—	JV - One (1) Freshman - One (1)	Head Varsity - One (1)	—	JV - One (1) Freshman - One (1)
Water Polo	Head Varsity - One (1)	—	Asst. Varsity - One (1)	Head Varsity - One (1)	—	Asst. Varsity - One (1)
Wrestling	Head Varsity - One (1)	—	JV - One (1)	Head Varsity - One (1)	—	JV - One (1)

[1] *A Track & Field or Swim program with more than 100 enrolled athletes across all levels is allowed one (1) additional Assistant coach at Level 3.*

[2] *Competitive Stunt Cheer Varsity requires team to complete in CIF competitions to be eligible.*

Co-Curricular & Other Activities — Classification Levels

Level	Co-Curricular & Other Activities
Level 1	Activities Director, Athletics Director, Concert Band, Marching Band, Jazz Ensemble
Level 2	Marching Band Assistant, Winter Percussion, Yearbook
Level 3	Academic Decathlon, Band Auxiliary, Comp Dance Team, Drama, Drill Team, Mock Trial, Newspaper, Orchestra, Robotics Comp Team, Science Fair Advisor, Vocal Music
Level 4	AVID Coordinator [4], Career Tech Student Org Advisor, Forensics, Geography Bowl, Knowledge Bowl, PBIS Coach [4], School News Broadcast Advisor [3], Tech Coach [4]

[3] *School News Broadcast Advisor must meet the requirement of three (3) broadcasts weekly to qualify for a stipend.*

[4] *These positions will be paid through LCFF Supplemental / Concentration funds to the extent possible.*

Legal Authority & CalSTRS Compliance (Publicly Available Pay Schedule)

Extra-Duty Stipends — Special Pay

Extra-duty coaching and activity stipends are remuneration paid in addition to salary. Whether each stipend is creditable compensation for CalSTRS depends on whether the underlying activity is creditable service under Education Code §22119.5 and the conditions of 5 CCR §27401; the District determines and reports the treatment of each accordingly. Certain extra-duty assignments (for example, athletic coaching that is not part of a creditable service assignment) may be non-creditable. *[Ed. Code §§22119.2(a)(2), 22119.5; 5 CCR §27401]*

Walk-on (non-certificated) coaches are classified employees and are not covered by CalSTRS for this service.

This is a publicly available pay schedule (PAPS) for extra-duty assignments of employees 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 pay schedule (see Board Adopted date in header). *[Ed. Code §§45022, 45023; 5 CCR §27400]*
2. **Identifies the class of employees** and assignments covered — certificated employees serving in extra-duty athletic coaching and co-curricular activity positions. *[Ed. Code §22112.5; 5 CCR §27300]*
3. **States each amount directly** — the stipend amount for each level, step, and longevity band, and each additional-pay item, is disclosed on this schedule without reference to any other document. *[5 CCR §27400]*
4. **Is uniform** as to step, years of service, and the classification level assigned to each position. *[Ed. Code §45028]*
5. **Shows an effective date and a board-adoption/revision date** (see header). *[5 CCR §27400]*
6. **Is publicly available** — printed and made available to certificated employees, 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]*

CalSTRS Compliance Note. The District participates in the CalSTRS Defined Benefit Program. Extra-duty stipends paid to certificated members for creditable service are reported to CalSTRS as special pay per 5 CCR §27401; amounts for service that is not creditable are reported as non-creditable. The District determines creditability for each assignment and reports accordingly.