OXNARD UNION HIGH SCHOOL DISTRICT

CERTIFICATED SALARY SCHEDULE

Hourly, Substitute Hourly, Education Incentives & Stipends

07/01/2026 – 06/30/2027 SCHOOL YEAR

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

How to Read This Salary Schedule

- **Hourly & Per-Period Rates —** pay for extra hourly, substitute hourly certificated service, and paid per hour or per class period for the service performed.
- **Stipends —** annual amounts paid in addition to salary for the stated authorization, degree, or assigned duty. These are special pay, reported to CalSTRS separately from salary.
- **Reimbursements —** mileage and meal reimbursements are expense reimbursements, not compensation, and are not reported to CalSTRS.

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

Certificated Extra Hourly Rates

These are the pay rates for extra hourly certificated service and are reported to CalSTRS as creditable compensation. [Ed. Code §§22119.2, 22119.5; 5 CCR §27400]

Rate Type	Rate
Extra Hourly Rates – Unit Member	
Extra Hourly — Student Contact	**$71.79 / hour**
Extra Hourly — Non-Student Contact	**$54.81 / hour**

Certificated Substitute Hourly Rates

These are the pay rates for substitute hourly certificated service and are reported to CalSTRS as creditable compensation. [Ed. Code §§22119.2, 22119.5; 5 CCR §27400]

Rate Type	Rate
Substitute Rates — Non-Unit Member (per class period)	
Substitute Teacher Hourly	**$34.00 / period**
Substitute Teacher Hourly — long-term, from the 11th day (same teacher)	**$36.00 / period**
Substitute Teacher Hourly — long-term, from the 21st day (same teacher)	**$38.00 / period**
Substitute Rates — Non-Unit Member (per day)	
Substitute Teacher – Half Day	**$136.00/ day**
Substitute Teacher – Full Day	**$204.00/ day**

Certificated Education Incentives, Credential, & Advanced-Degree Special Pay

The education incentives below are paid annually in addition to salary to certificated employees 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) and are reported to CalSTRS separately under the conditions of 5 CCR §27401, available to all employees in the class who meet the requirement. Monthly amounts shown are based on an 11-month pay basis. [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**

Certificated Stipends

The stipends below are paid annually in addition to salary for the assigned duty or role. They are remuneration paid in addition to salary (special pay), reported to CalSTRS separately under the conditions of 5 CCR §27401; whether and how each is creditable is subject to §27401 and CalSTRS determination. [Ed. Code §22119.2(a)(2); 5 CCR §27401]

Stipend	Annual Amount
Staff Stipends	
PAR Panel	**$1,500**
Site Content Lead [(1)]	**$500**
Webmaster [(1)]	**$500**
Department Chair Stipends — *must have 6 sections to qualify*	
Guidance Department Chair (CHS, FHS, OMCHS, RCHS)	**$2,605**
Guidance Department Chair	**$3,473**
Department Chair [6–9 sections]	**$1,650**
Department Chair [10–24 sections]	**$2,605**
Department Chair [25–49 sections]	**$3,473**
Department Chair [50 or more sections]	**$4,343**
Induction Coach Stipend	
Administrator Induction Coach [per mentee] [(2)]	**$2,000**

Mileage & Meal Reimbursements

An employee who is authorized and directed in writing by the District to travel on official District business in their automobile, or who is required to use personal vehicle or have meals away from the District, shall be reimbursed at the rate established by the Board of Trustees. These are expense reimbursements, not compensation, and are not reported to CalSTRS as creditable compensation. District uses IRS standard mileage rate for business use in effect at time of travel.

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Legal Authority & CalSTRS Compliance (Publicly Available Pay Schedule)

Oxnard Union Internal Notes:

(1) Stipend paid through LCFF Supplemental / Concentration funds to the extent available.

(2) Stipend paid through non-unit share funds.

OFTSE Summer Hourly Pay Rate Note: The parties agree to meet and confer over rates of pay and working conditions for summer school if using an outside contractor

Creditable Compensation, Special Pay & Reimbursements

Hourly & substitute rates. The extra-hourly hourly rates and substitute per-period/daily rates are the pay rates for creditable certificated service performed on an hourly or substitute basis; compensation for that service is reported to CalSTRS as creditable compensation. *[Ed. Code §§22119.2, 22119.5; 5 CCR §27400]*

Stipends (special pay). The stipends are remuneration paid in addition to salary for the stated authorization, degree, or assigned duty, reported to CalSTRS separately under the conditions of 5 CCR §27401. Whether and how each stipend is creditable is subject to §27401 and CalSTRS determination. *[Ed. Code §22119.2(a)(2); 5 CCR §27401]*

Reimbursements. Mileage and meal reimbursements are expense reimbursements, not compensation, and are not reported to CalSTRS as creditable compensation.

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 pay schedule (see Board Adopted date in header). *[Ed. Code §§45022, 45023; 5 CCR §27400]*
2. **Identifies the class of employees** and service covered — certificated substitute, extra-hourly (hourly), and stipend-eligible employees. *[Ed. Code §22112.5; 5 CCR §27300]*
3. **States each rate and amount directly** — every hourly rate, per-period rate, and stipend amount is disclosed on this schedule without reference to any other document. *[5 CCR §27400]*
4. **Indicates the basis for each rate** — per hour, per class period, or annual, as shown. *[Ed. Code §22138.5]*
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]*
7. **Distinguishes creditable compensation from special pay and reimbursements** — hourly/substitute pay is creditable compensation, stipends are special pay, and reimbursements are non-creditable. *[5 CCR §§27400, 27401]*
8. **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]*
9. **CalSTRS Compliance Note**. The District participates in the CalSTRS Defined Benefit Program. Substitute, extra-hourly, part-time, and temporary certificated employees performing creditable service are covered under the Defined Benefit Program; full-time creditable service results in mandatory Defined Benefit membership. Members first covered before January 1, 2013 are CalSTRS 2% at 60; members first covered on or after January 1, 2013 are CalSTRS 2% at 62 (PEPRA). Compensation for creditable service is reported to CalSTRS as creditable compensation per Ed. Code §22119.2 and 5 CCR §27400; stipends are reported as special pay per 5 CCR §27401.

Working After Retirement — Retired Members as Substitutes. A CalSTRS retiree who returns to work performing retired member activities (including substitute teaching) is subject to a 180-calendar-day separation-from-service requirement, during which the postretirement earnings limit is zero dollars ($0), and to the annual postretirement earnings limit. For the **2026–2027 fiscal year the annual postretirement earnings limit is $59,565.** Earnings above the limit are recovered dollar-for-dollar from the retiree's monthly benefit. The District notifies each retiree of these limits and reports postretirement earnings to CalSTRS monthly using Member Code 2 and Assignment Code 61. *[Ed. Code §§24214, 24214.5, 22461; CalSTRS Employer Directive 2026-04]*

Working After Retirement — Allowable Work. A CalSTRS service retiree may work with no CalSTRS earnings limitation if the job is outside the California public school system (for example, private industry, private schools, out-of-state public schools, or the University of California and California State University systems). If a retiree returns to work performing retired member activities within the California public school system (prekindergarten through community college) — including substitute teaching, part-time teaching, and other creditable service such as counseling, curriculum, or administration, whether as an employee, an independent contractor, or an employee of a third party — that work is permitted but is subject to the separation-from-service and earnings limits below. A retiree may not be employed in a classified position, except in certain circumstances as a teacher's aide (paraeducator), and a retiree who received a CalSTRS Retirement Incentive loses that incentive if they take any job (including substitute teaching) with the granting employer within five years of retirement. *[Ed. Code §§22164.5, 22119.5, 45134, 22714; CalSTRS Working After Retirement]*

Working After Retirement — Contact CalSTRS for more information.